

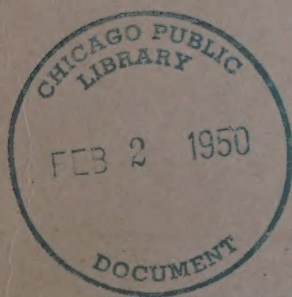
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The **LABOUR GAZETTE**

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JANUARY, 1950



CANADA

— IN THIS ISSUE —

The Canadian Labour Force

Collective Agreements in France

**ILO Model Code of Safety Regulations
in Coal Mines**

**Wages and Working Conditions in the
Lumber and its Products Industry**

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THE LABOUR GAZETTE

The Official Journal of the Department of Labour of Canada

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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

VOLUME L. NUMBER 1

JANUARY, 1950

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On balance, therefore, the increase in job seekers by the first of the new year can hardly be said to reflect a general decline in the economy. It is usual for unemployment to increase during November and December, as agriculture and construction release a substantial number of workers during this period of reduced activity. But this year, the logging industry, which normally absorbs a large portion of these workers, has reduced its labour requirements by an estimated 35,000 men. There are several factors responsible for these lower requirements. Among them are the large inventories of logs built up during recent years, increased mechanization of cutting operations, and a reduction of exports in some areas.

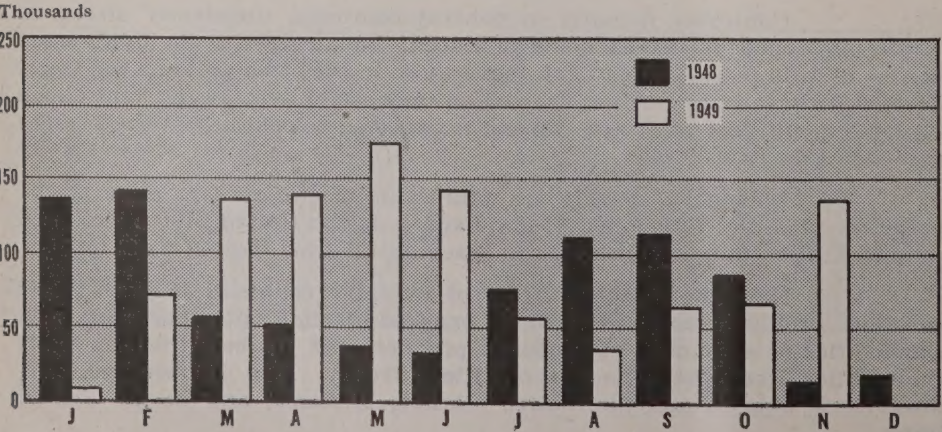
The unemployment totals have been increased by layoffs in a few industries. Among these are primary textiles, which have to meet increased British competition at a time when the domestic market is less active. The Canadian merchant marine, already hard hit by falling ocean freight rates, is faced with further problems as a result of devaluation.

At this season of the year, new entrants to the labour force are not readily absorbed by Canadian industry. Between November, 1948 and November, 1949, it is estimated that the labour force increased by some 236,000, with Newfoundland contributing some 114,000. Over the same period, the number employed increased by 195,000, again including Newfoundland. As a result, workers have found it more difficult to obtain jobs, and employers, after years of labour shortages, are being more selective in their hiring.

The existence of special problems in different industries and regions throughout Canada means that unemployment is distributed unevenly throughout the country. The Maritime region is probably facing the most serious employment adjustments. In Quebec, the scarcity of jobs in the woods, and lower employment in the textiles and leather products industries have been important factors in the recent increases in unemployment in many of the rural areas and some urban centres. In Ontario and the Prairie region, the employment situation is generally good, except for those areas such as the Head of the Lakes district, which depend to a large extent on the logging industry. In the Pacific region, recent storms have disrupted logging and construction in certain districts. But with the new British

(Continued on page 33)

WORKING DAYS LOST THROUGH STRIKES AND LOCKOUTS



CURRENT LABOUR STATISTICS

(Latest available statistics as of January 10, 1950)

Principal Items	Latest Data		Percentage change from	
	Date	Amount	Previous month	Same date previous year
Manpower—				
Total civilian labour force (a).....	Nov. 1	5,200,000	—	+2.5(c)
Persons with jobs (a).....	Nov. 1	5,053,000	—	+2.0(c)
Persons without jobs and seeking work (a).....	Nov. 1	147,000	—	+25.5(c)
Registered for work, NES (b)—				
Maritime Region.....	Jan. 1	40,036	+20.5	+94.2
Quebec Region.....	Jan. 1	88,255	+31.1	+57.8
Ontario Region.....	Jan. 1	65,825	+15.0	+43.0
Prairie Region.....	Jan. 1	37,396	+26.8	+38.0
Pacific Region.....	Jan. 1	42,514	+26.9	+14.2
Total, all regions.....	Jan. 1	274,026	+24.0	+46.7
Claims for unemployment insurance benefit (ordinary).....	Dec. 1	152,269	+43.7	+82.0
Amount of benefit payments.....	Nov.	\$5,048,373	+31.3	+121.1
Index of employment (June, 1941=100) (eight leading industries).....	Nov. 1	132.2	-0.1	-0.8
Immigration.....	Oct.	7,552	—	(-19.8)(d)
Industrial Relations—				
Strikes and lockouts—days lost.....	Dec.	23,667	—	(+19.7)(d)
Number of workers involved.....	Dec.	3,041	—	(+12.0)(d)
Number of strikes.....	Dec.	13	—	(-17.5)(d)
Earnings and Income—				
Average weekly salaries and wages (eight leading industries).....	Nov. 1	\$43.78	+0.4	+3.9
Average hourly earnings (manufacturing).....	Nov. 1	.995	+0.2	+4.2
Average hours per week (manufacturing).....	Nov. 1	42.8	+0.2	-0.7
Average weekly earnings (manufacturing).....	Nov. 1	\$42.59	+0.4	+3.5
Cost-of-living index (Average 1935-39=100).....	Dec. 1	161.5	-0.1	+1.6
Real weekly earnings (mfg. Av. 1946=100).....	Nov. 1	107.7	+0.7	+2.1
Total labour income.....	Nov. 4	\$633,000,000	+0.2	+4.7
Industrial Production—				
Total (Average 1935-39=100).....	Nov. 1	184.3	-0.7	-0.4
Manufacturing.....	Nov. 1	192.9	-0.6	-2.2
Non-durables.....	Nov. 1	183.8	+1.2	+0.9
Durables.....	Nov. 1	208.4	-3.2	-6.6
Trade—				
Retail trade.....	Nov.	\$661,340,000	-5.1	+1.7
Exports.....	Nov.	\$292,300,000	+8.6	-0.6
Imports.....	Nov.	\$239,600,000	+2.3	+0.6

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

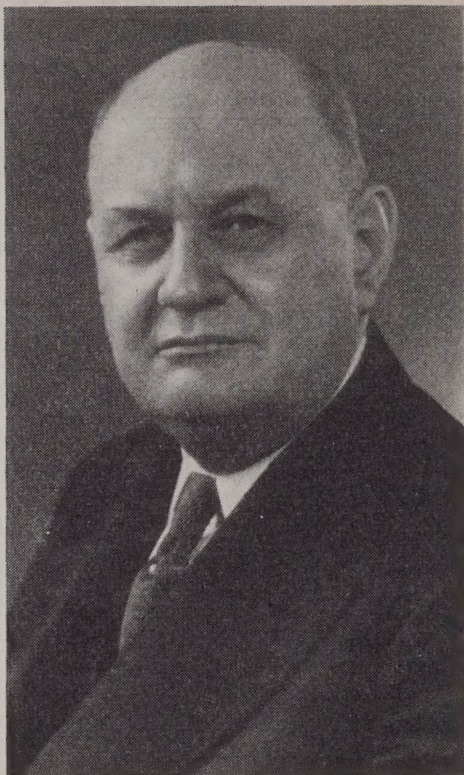
(b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the NES offices.

(c) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Mines and Resources, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the Labour Statistics section of the LABOUR GAZETTE.

**NEW YEAR'S
MESSAGE
OF
THE HONOURABLE
HUMPHREY
MITCHELL
MINISTER
OF LABOUR**



As we enter another New Year, I extend warmest greetings to the workers of Canada.

We can look back on 1949 with thankful hearts. For the third successive year, employment topped the five million mark and, at the peak period in September, stood at five and one-quarter million. Export demands and domestic needs sustained the general level of production. Actually the physical volume of production exceeded the previous year by about three per cent.

One of the most important factors supporting a high level of production and employment was the absence of serious industrial strikes. Both labour and management are to be

congratulated for settling their problems in the common interest.

In addition, Canadians in all walks of life are indebted to responsible trade unionism for the step taken to deal with Communistic elements.

Predicting what the future has in store for us is always difficult but, when we consider the tremendous world consumer demand still unsatisfied and relate this to the productive capacity of Canada, we should be optimistic. This is a grand country in which we live. Let us do everything we can in 1950 to maintain our progress.

My earnest hope is that the New Year will be a happy one for all our people.

NEW YEAR'S MESSAGES OF LABOUR LEADERS

During the holiday season, New Year's messages were issued to the people of Canada by the leaders of the three major Canadian labour organizations.

Percy R. Bengough **Trades and Labour Congress of Canada**

Mr. Percy Bengough, President of the Trades and Labour Congress gave assurance in his message that Canadian workers would co-operate fully with government and industry in making 1950 a productive year. He pointed out, however, that fear of unemployment is still a disturbing factor in some sections of Canada and that "organized labour cannot do its full share in establishing industrial peace and stability unless gainful employment is available for all who are able and willing to work."

Mr. Bengough declared that the objectives of the Trades and Labour Congress of Canada were "for full social security on a contributory basis . . . protection for all against unemployment, sickness and old age. . . ." He drew attention to "the plight of our aged citizens on fixed pensions" and deplored the fact that to qualify "for the sub-standard allowance, known as the old-age pension, the applicant must prove first that he is a pauper in a land of plenty." He urged that Governments should abolish the means test for applicants for old age pensions early in 1950.

The Trades and Labour Congress, he said, desired "to improve the conditions of the workers through the orderly processes of negotiating and reaching mutual agreements between employees and employers" and in international relationships, the Congress will continue to direct its efforts to "the strengthening of true democracy and world peace."

A. R. Mosher **Canadian Congress of Labour**

Mr. A. R. Mosher, President of the Canadian Congress of Labour in his New Year's message stressed "the menace of Communism." He pointed out that "one of the chief fields of activity of the Communists has been the labour movement" and that "in many countries both individual unions and national centres are controlled by Communists." He declared that during the past year Communism has suffered severe setbacks in both the national

and international fields. "Quite apart from the attacks and exposures of Communism made at meetings of the United Nations, the most noteworthy event of the year (1949) was the withdrawal of the labour movements in most of the free countries from the Communist-dominated World Federation of Trade Unions and the establishment of . . . the International Confederation of Free Trade Unions." In Canada and the United States "there can be no question as to the determination of the vast majority of Canadian and American workers to destroy the influence of Communism in their ranks."

Discussing Canadian economic conditions, Mr. Mosher criticized the Government, for taking off rent controls and devaluing the dollar; and also called for steps to remedy the housing situation and to increase old age pensions without a means test.

While there had not been any serious stoppage of production as a result of labour disputes in 1949, Mr. Mosher asserted that there had been "a very definite opposition on the part of certain groups of employers to granting increases in wages and improvements in working conditions." He believed, however, that "essentially, there is no reason why, in a country so richly endowed as Canada, the various economic groups should not learn to work together, each contributing its share towards producing the goods and services which are necessary to the well-being of the people as a whole."

Gérard Picard **Canadian and Catholic Confederation of Labour**

Mr. Gérard Picard, President of the Canadian and Catholic Confederation of Labour, recalled that the year 1949 had been an eventful one for the CCCL. He looked forward hopefully to 1950, which had been "proclaimed a Holy Year", during which all men of goodwill would have opportunities for reflection that would enable them to approach, and to find proper solutions, for the perplexing problems of the day.

It was his earnest wish that the New Year would witness a re-awakening of productive peace in all relationships; that it would mark the beginning of an era in which, "enlightened by conquering Christianity," men would devote their energies to building a better society and restore harmony among all classes.

NOTES OF CURRENT INTEREST

New world labour organization established

Early in 1949, several of the world's free trade unions, including the British Trades Union Congress, the U.S. Congress of Industrial Organizations and the Canadian Congress of Labour, withdrew from the Communist-dominated World Federation of Trade Unions.

In June, labour delegates from 33 countries, who were attending a meeting of the International Labour Organization at Geneva, took the initial steps to create a new world labour body, to be entirely free from totalitarian pressures and influence. A preparatory committee was set up to make preliminary arrangements for a general meeting in London, England, late in November and to draft a constitution for the new body.

Invitations to the London conference were issued to 63 national centres, 43 other national organizations and 18 international trade secretariats, making in all 124 organizations in 55 countries and 19 colonies.

More than 260 representatives of almost 50,000,000 workers in 53 countries attended the London meeting from November 28 to December 9, and formally established a new organization to be known as the International Confederation of Free Trade Unions. At the request of the Preparatory Committee the British Trades Union Congress acted as conveners of the conference and Mr. H. L. Bullock, Chairman of the TUC General Council presided. Delegations were present from the American Federation of Labour (which had remained aloof from the World Federation of Trade Unions), the Congress of Industrial Organizations, the Trades and Labour Congress of Canada (which had also remained aloof from the WFTU) and the Canadian Congress of Labour.

The TLC was represented by: President Percy Bengough; Vice-President Claude Jodoin; Sam Finlay, Vice-President of the International Brotherhood of Boilermakers; and George Erasmussen of the International Chemical Workers' Union.

The CCL representatives were: Secretary-Treasurer Pat Conroy; Fred Dowling, District Director, United Packinghouse Workers' Union; J. E. McGuire, Secretary, Canadian Brotherhood of Railway Employees and Other Transport Workers; and Sam Baron, Canadian Director, Textile Workers' Union of America.

Presidents William Green (AFL), Philip Murray (CIO), and Percy Bengough (TLC) and Secretary-Treasurer Pat Conroy (CCL)

were elected to the executive of the new body. Permanent headquarters will be in Brussels and the first President is Paul Finet of Belgium.

The new General Secretary chosen by the Confederation is Jacob Oldenbroek of the Netherlands who for some years has been the General Secretary of the International Transport Workers' Federation, the most powerful of the international trade union secretariats which will become an affiliate of the new Confederation.

According to newspaper reports the constitution pledged the Confederation to: (1) co-ordinate the defence of free trade unions against any campaign "aiming at their destruction or at the restriction of their rights . . . by totalitarian or other anti-labour forces;" (2) "enhance the dignity of labour;" (3) assist in developing the growth of trade unions in economically and socially under-developed countries; (4) aid the economic, social and cultural interests of countries suffering from the aftermath of war; (5) protect the system of free labour and "eliminate forced labour" throughout the world; (6) work for a world system of collective security and, through the medium of the United Nations Organization, support all measures for assuring the defence of world democracy against any totalitarian aggression.

A fuller report of the Conference will be published in a subsequent issue of the **LABOUR GAZETTE**.

CCL accepts new union of electrical workers

Suspension of District 5, United Electrical, Radio and Machine Workers of America, for non-payment of per capita dues, was announced on December 5

by the President of the Canadian Congress of Labour, Mr. A. R. Mosher. The suspension became effective December 1. The Executive Council of the Congress, in July last, took disciplinary action against the union's five top officers, for statements considered to be a reflection on the officers of the Ontario Federation of Labour. This action was approved by the annual convention of the Congress in October (L.G., Nov., 1949, p. 1367).

At the annual convention of the Congress of Industrial Organizations, held at Cleveland, Ohio, on October 31-November 4 last, the United Electrical Radio and Machine Workers of America were expelled from the Congress on the charge of following the Communist party line in detriment to its members. (See p. 49 of this issue.)

Following this action, the CIO Executive Board chartered a new union to organize workers in the jurisdictional field formerly allotted to the UE. The union is known as the International Union of Electrical, Radio and Machine Workers.

The union held its first convention at Philadelphia on November 28-December 1, under the chairmanship of the CIO's secretary-treasurer, Mr. James B. Carey, who is chairman of the IUE's administrative committee. Over 400 delegates, from 133 locals and representing 220,000 members, attended the four-day convention, according to the *CIO News*.

"The convention adopted, section by section, a constitution framed to provide maximum protection of the membership's democratic rights," the *CIO News* reports. "But it held off election of officers until a future convention, when the union is 'over the hump' of organizing, Labour Board elections and legal tests." Meanwhile, the union will function under the leadership of an administrative committee, headed by Mr. James B. Carey.

The IUE, it is stated, has set itself a double task—"the 'negative' job of ridding the industry of Communist union leadership, and the positive goal of winning wage and security advances for its members." The union will seek adjustments to bring up the pay of electrical union workers to the status of those in steel, auto and aircraft; a minimum pension of \$100 a month for workers over 65 who have 25 years of service; severance pay for those leaving jobs; death benefits for widows and other survivors; and a system of medical care benefits.

In his statement on the Canadian situation, Mr. Mosher said the Canadian Congress of Labour has affiliated the Canadian locals of the new CIO International Union of Electrical Workers. "The leadership of this union is above suspicion," he declared, adding that he "has been informed that the new union is rapidly taking over former UE locals in Canada whose membership have no sympathy with the policy which UE has been following in recent years."

**Social
security
benefits
for farm
workers
advocated**

Extension of workmen's compensation and unemployment insurance benefits to agricultural workers was advocated by the Deputy Minister of Labour, Dr. A. MacNamara, in an address before the Dominion-Provincial Agricultural Conference at Ottawa on December 12. Working conditions in agriculture must be improved if

youth and experienced workers are to be kept on the farm, he told the convention.

"If working conditions on farms are so unattractive that the farmers' sons leave, how can we expect the paid workers to stay with the work?" he said. Is it not uneconomic, as well as a definite handicap to agriculture to keep pumping in relatively inexperienced workers, while well-skilled and enterprising workers are leaving?"

With farm wage rates at about three times what they were in 1940, it is not so much a difference in wage rates that makes urban industry more attractive than agriculture to many people, Dr. MacNamara stated, "it is rather the other conditions which often prevail in agriculture—the lack of adequate housing, long hours of work, seasonality of employment, and the absence of social security measures." Some of these conditions can only be properly met by action on the part of the farmer himself, he said, "but there is also a considerable field in which governments will have to co-operate."

The problem of off-season unemployment is becoming increasingly serious, the Deputy Minister said. In many other industries, with the exception of mining and construction, employment is more stabilized than formerly, and openings for seasonal workers are fewer. In the logging camps—the traditional source of supplementary income for the farm workers—jobs are fewer than formerly, and the average duration of employment may be shorter. "Farmers should be thinking about this fact and be giving consideration to it. If the farmer wants paid labour in the future he will need to carry men on a less intermittent basis than heretofore."

Speaking on government co-operation in dealing with this problem, Dr. MacNamara said, "I do not know of any insurmountable reason why farm workers should not have the protection of unemployment insurance. I advocate unemployment insurance for farm workers because one of the most difficult problems demanding some solution is that of the seasonality of employment on farms."

Workmen's compensation should also be available to farm workers, just the same as in other industry, he said. "When a man is hurt on a farm, what a relief it would be to the farmer and to everyone if it were known that the injured would have adequate care."

While the improvement in working conditions of farm labour since the depression years must not be lost sight of, "right now is the time to work for continued improvement," the Deputy Minister declared. "Only

by a recognition of the problems of this group by the employer and by government, and by complete co-operation of these groups, can we hope to raise the standards of this large segment of the Canadian labour force."

In reviewing the achievements of the past year, Dr. MacNamara referred to the entry of Newfoundland into Confederation, and welcomed the Newfoundland delegates.

The total Canadian labour force has been increasing since the war by about 100,000 annually, he said. With the inclusion of Newfoundland, the total labour force reached almost 5,400,000 in August, 1949. Nearly one-quarter of this number were employed in agriculture.

In line with the general tendency towards equilibrium, the supply of farm labour has come into better balance with demand, Dr. MacNamara stated. Even at the peak season no shortages occurred, nor were any large surpluses experienced. This has resulted in a stabilization of farm wage rates, he said, which showed less seasonal increase in August, 1949, than at the same time in 1948, although they were higher for the year as a whole.

Annual Report of Dominion Department of Labour

The Annual Report of the Federal Department of Labour covering the fiscal year ending March 31, 1949, was issued early in December.

A concise summary of the administrative functions of the Department is given in the first section of the report. The remaining sections provide more detailed descriptions of the work performed by the several branches of the Department during the fiscal year. These include: Industrial Relations (industrial conciliation proceedings, statistics of strikes and lockouts, fair wages and labour-management co-operation); Canada Labour Relations Board; the Unemployment Insurance Commission and National Employment Service; Canadian Vocational Training; Government Annuities; Agriculture, Forestry and Placement of Immigrant Workers; Technical Personnel Division; Research and Statistics; Special Services (including the LABOUR GAZETTE, Information Branch, Labour Legislation Branch and the Departmental Library); Re-establishment of Ex-Service Personnel; Re-establishment of Japanese in Canada; International Labour Organization.

During the fiscal year the Department administered the following statutes: the Industrial Relations and Disputes Investigation Act; Conciliation and Labour Act; the Fair Wages and Hours of Labour Act;

Government Annuities Act; the vocational Training Co-ordination Act, 1942; and the Reinstatement in Civil Employment Act. The Fair Wages Orders in Council relating to Government contracts for equipment and supplies were enforced by the Department, which was also responsible for the administration of a number of other measures.

Canada's fair wages policy

Canada's Fair Wages Policy originated in March, 1900, when the House of Commons passed a resolution which, in later years, was amended and expanded by various Orders in Council. These were all consolidated into P.C. 1206 of June 7, 1922. This consolidated Fair Wages Policy was divided into two parts. The "A" conditions were to be observed on all forms of construction and made provision for a schedule of current fair wages to be inserted into the contract setting forth the hours of labour fixed by the custom of the trade in the district. The "B" conditions were to be observed in contracts for the manufacture and supply of fittings and equipment and required the payment of current wages, or if there be none, then fair and reasonable rates; and also required the customary or fair and reasonable hours in the district.

P.C. 605 of April 9, 1924, amended the Fair Wages Policy by enlarging the "A" conditions to take care of special circumstances, repayments and to void certain powers of the Minister where there is a collective agreement. P.C. 3271 of December 31, 1934, amended the "B" conditions by providing minimum rates of 30 cents for males and 20 cents for females.

Parliament then passed the Fair Wages and Hours of Labour Act, 1935, which repealed an earlier statute, the Fair Wages and Eight-Hour Day Act, 1930. The new statute required that on all contracts for construction, remodelling, repair or demolition all persons engaged on the project shall be paid fair wages and the working hours shall not exceed 8 hours per day nor 44 in the week.

The Act and the Policy were brought into conformity by P.C. 1272 of May 2, 1949, which amended the "A" conditions by making them subject to the provisions of the Fair Wages and Hours of Labour Act 1935; and amended the "B" conditions by removing the schedule of minimum rates, but provided that in no event shall the wages be less than those established by statute or regulation of the province in which the work is being performed.

P.C. 5547 of November 3, 1949, is a consolidation of the foregoing Orders in Council.

**Commons
passes
amendments
to Housing
Act of 1949**

struction and Supply.

In addition to the three major changes in the National Housing Act of 1944 which Mr. Winters discussed in his earlier statement (L.G., Nov., 1949, p. 1334), the new legislation also increases the amount of the loan that may be guaranteed for home improvement or home extension purposes by 25 per cent over the amount specified in the Act prior to amendment.

**Study of
family
budgets
in Canada**

In the Fall of 1948, the Dominion Bureau of Statistics conducted a survey of family expenditures which covered a cross-section of Canadian families and single individuals. Detailed information about income and expenditure in the 12 months ending August 31, 1948, was collected from approximately 6,000 families and single persons across Canada.

During November and December, 1949, the Bureau issued preliminary summary figures on family budgets in five Canadian cities (Montreal, Halifax, Toronto, Winnipeg and Vancouver). These preliminary figures show the average income of the families and their average expenditure on food, housing, clothing and other items.

At a later date, when a more complete tabulation of the results of the survey is available, it is planned to publish an analysis of the findings in the *LABOUR GAZETTE*.

**1950 class
of engineers
will be
largest in
history**

Hon. Humphrey Mitchell, Minister of Labour, stated recently that the 1950 engineering graduating class would be the largest in the history of Canada.

Mr. Mitchell stated that the 3,500 new engineers who would be available to employers next spring would allow many employers to carry out plans for recruitment which had previously been restricted by the inadequate supply of graduates.

He explained that the 3,200 engineering graduates in 1949 had gone far towards taking up a backlog of openings, but that the needs of many employers had still not been met, especially in the smaller firms, many of whom were only now considering the possibility of using engineering graduates on their staffs.

Mr. Mitchell reported that a survey, made in 1946, had produced the information that an estimated 2,000 new engineering graduates in each of the five years from 1947 to 1951 inclusive would be required to meet the demand by Canadian industry for engineers. These estimates were being reviewed with the same employers, with particular reference to prospective needs in 1950 and 1951. While all of these employers have not yet been covered, the net results to date showed an increase of slightly more than 10 per cent in the combined estimates made three years ago.

In both 1947 and 1948, the actual demand for engineering graduates was between 2,000 and 2,200, while graduating classes in these two years amounted to 1,100 and 1,700 respectively. Thus, there was a considerable backlog of openings to add to the normal demand of 1949. This backlog was partially taken care of by the graduating class of 1949, which numbered about 3,200.

There were special factors which facilitated the placement of the class of 1949. One was a number of large scale employers who had restricted their recruiting programs in 1947 and 1948 in anticipation of a better supply of graduates in 1949. Another was a substantial number of "company undergraduates", these being students who were attending university on leave-of-absence from their regular employment. A third factor was a recruiting program for the Armed Services which accounted for more than 200, a large proportion of whom were engineering graduates.

The Minister explained that the bulk of the employment available for new engineering graduates had always been concentrated in the establishments of a relatively small number of large employers. Surveys on which estimates could be based were necessarily made almost entirely through these larger employers. Employment officials believed, however, that there was a substantial latent demand among medium-sized and smaller employers. Even if this prospective field of employment averaged only one graduate per company, the demand for engineering graduates would be increased by several hundreds.

In former years, the Minister said, shortage of supply had been mainly responsible for the rapid absorption of inexperienced graduates into the more widely publicized openings where there had been well organized recruiting programs. In 1950, it would be rather a case of seeking out the openings, including the substantial number believed to exist in smaller operations.

**Campaign to
find jobs for
university
graduates
and students**

Hon. Humphrey Mitchell, Minister of Labour, announced early in December that questionnaires had been forwarded to about 10,000 employers in Canada in an effort to uncover permanent job openings for university graduates and temporary summer employment for undergraduates in the spring of 1950.

Mr. Mitchell stated that it was necessary to undertake this campaign early since, although many war veteran students had already graduated, there would still be exceptionally large classes in 1950 and 1951, due to the numbers of veterans taking university training. (For example, as noted above, the engineering class will be the largest in Canadian history.)

The Minister explained that the job involved several months' work, and that the full resources of the Department of Labour and the National Employment Service would be used to assist in filling employers' requirements and finding positions for the students. He stated that a large proportion of the jobs needed would be turned up by the questionnaire, but these would be supplemented by the openings uncovered by the direct efforts of employer relations personnel of the National Employment Service. At the prairie universities full time NES offices are operated on the campuses throughout the academic year, while at other universities the NES liaison officers work in co-operation with university staffs to provide a liaison service between students and employers.

Mr. Mitchell stated that in all probability the university graduate would experience a little more difficulty next spring in obtaining employment than in the spring of 1949. In 1949 a backlog of openings was in existence. This backlog did not exist to the same extent now, but he stated placement officials were optimistic regarding next year's classes due to the fact that a great number of small firms had still to recruit university personnel valuable to their enterprises. He urged the smaller firms, which might not receive a copy of their questionnaire, to bring their openings to the attention of the National Employment Service as soon as possible.

**Conciliation
and
arbitration
in Canada**

A bulletin of 68 pages entitled "The Conciliation and Arbitration of Labour Disputes in Canada", another in the series of studies published by the Department of Industrial Relations of Queen's University, has recently been issued. This bulletin (No. 13) is a study of the

procedures which are commonly used to settle disputes between employers and employees.

The first chapter traces the development of public policy regarding labour disputes in Great Britain, United States and Canada. It is noted that Canada has gone much farther than either Great Britain or the United States in requiring the use of conciliation and arbitration and in limiting the right to strike.

Pointing out that disputes between employers and their employees fall into two broad categories, "contract-negotiation disputes" and "contract-observance disputes", the bulletin devotes a chapter to each type of dispute and discusses the use of conciliation and arbitration as methods of settlement.

With respect to contract-negotiation disputes, the bulletin discusses the nature of conciliation, sets out the statutory requirements and practice regarding conciliation, and outlines several criticisms of the conciliation system as it stands today.

This section concludes with the statement,

In spite of the fact that there is some valid criticism of the conciliation systems administered in this country at both federal and provincial levels of government, the work of Conciliation Officers and Conciliation Boards has been outstanding. Their services have been recognized not only in Canada, but in the United States and Great Britain as among the most effective and successful in existence.

The brochure deals similarly with arbitration in the settlement of contract-observance disputes, pointing out its characteristics and the situations in which it may appropriately be used.

After discussing the whole process of grievance procedure and arbitration, the author states that it is difficult to reach any conclusion regarding the arbitration process as a practical solution of labour-management disputes. The greater part of Canadian industry, where collective bargaining is a comparatively new process, has not developed permanent arbitration facilities. In a few instances arbitration procedures have been in effect for a number of years, notably on the railways, in the garment trades, in the printing trades and in some firms in the automobile industry. The author asserts that

it would be impossible to support the view that arbitration is *the* way to settle disputes in Canada. Experience, generally, is too limited to warrant any such sweeping conclusion. However, there is the strong presumption that arbitration is a desirable procedure in that it can effect settlements without the loss of production to the employer or wages to the employee; that arbitration is therefore at least worth a trial.

In conclusion, it is stated that conciliation and arbitration provide the best devices so far devised to reach settlements. "If better are found . . . they will be developed by those who would use and need them. The first step in the direction of improvement is an understanding and an effective use of the processes now available."

Comparison of workmen's compensation laws

The 1949 edition of the bulletin, *Workmen's Compensation in Canada, A Comparison of Provincial Laws*, is now available.

This pamphlet, which is revised annually by the Department of Labour, shows the legislative changes made in 1949. These include the enactment of a new Workmen's Compensation Act in Prince Edward Island, effective July 1, 1949, and amendments to the Acts of Nova Scotia, Ontario, Quebec and Saskatchewan. The Newfoundland Workmen's Compensation Act is summarized.

It is pointed out in the introduction that in all Canadian provinces there is now a law providing compensation for industrial accidents, but that the Newfoundland Act is unlike that of the other provinces in that it makes employers individually liable for injuries to their workmen occurring in the course of employment. In the other provinces, the statute is of the collective liability type.

Under the new Prince Edward Island Act, benefits for disability are two-thirds of earnings and the maximum earnings on which compensation is reckoned are \$2,500 a year. A widow is entitled to receive \$40 a month, with \$10 a month for each child under 16.

Provision was made during the year for the payment of increased amounts of compensation in cases of total disability in Saskatchewan. Children's benefits were raised in Nova Scotia, and the maximum annual earnings on which compensation is reckoned were raised from \$2,000 to \$2,500.

In Ontario, from January 1, 1950, the basic rate of compensation for disability was increased from 66½ to 75 per cent of average earnings, and the maximum yearly earnings on which compensation is reckoned from \$2,500 to \$3,000. By an amendment effective from July 1, 1948, the monthly compensation payable in death cases, exclusive of burial expenses and the lump sum of \$100, may not exceed the workman's average earnings, instead of two-thirds of such earnings, as formerly. Where the total sum payable would exceed average earnings, the compensation must be reduced but the reduction is not to affect the payment of

\$50 to a widow, with \$12 to each child or \$20 to each orphan child, unless the total benefits to such dependants exceed \$100 a month.

The list of industrial diseases to be compensated was greatly extended by regulation in British Columbia.

Copies of the bulletin may be obtained from the Legislation Branch, Department of Labour, Ottawa.

Improved productivity in Canadian coal mines

Productivity improved in all coal mining areas in Canada during 1948, according to the annual survey of operating costs and revenues of Canadian coal mines conducted by the Dominion Coal Board.

For the first time in the 18 years during which the survey has been conducted, a profit was made in all coal mining areas, the average being 38 cents per net ton.

While total production costs have risen from the low point in 1940 of \$3.40 per net ton to a high in 1948 of \$5.71, total revenues have similarly increased from the low of \$3.43 in 1936 to the highest point on record of \$6.09 per net ton in 1948.

Increases in total revenues over those reported in 1947 ranged from 12 cents per net ton for Saskatchewan to 95 cents per ton for British Columbia.

Nova Scotia showed the most noteworthy change; from a loss of 49 cents in 1947 to a profit of 34 cents per net ton this year. The 1947 result in Nova Scotia was probably influenced by the strike in that area.

The main element of cost remains that of labour which, at \$3.47 per net ton, increased 33 cents over the 1947 cost, total labour costs being \$60,460,000. Labour costs per ton ranged from a high of \$4.72 in Nova Scotia to 71 cents in Saskatchewan, where 97 per cent of the production consists of strip mined coal.

Production per man-day showed improvement in all areas, the greatest increases over 1947 being: British Columbia 19 per cent, Alberta (subbituminous) 15 per cent and New Brunswick 12 per cent.

Eighth Report Unemployment Insurance Commission

"Definite progress in a widening field of activity" was noted by the Unemployment Insurance Commission in its Eighth Annual Report covering the fiscal year ending March 31, 1949.

During the fiscal year, 1948-49 revenue from contributions by employers, employees and government totalled \$119,505,573.69.

Interest on investments and other miscellaneous items increased the total revenue to \$131,627,250.33. Unemployment insurance benefit paid totalled \$49,826,752.16, leaving a net balance in the fund at March 31, of \$529,535,437.38.

The raising of the limit of insurability from \$2,000 to \$3,120 in 1948, coupled with a general increase in wages during previous years, disturbed the overall balance between employer and employee contributions which were intended to be approximately equal. Accordingly, the contribution rates were readjusted late in 1948 to restore approximate parity to employer and employee contributions. In addition, another class was added to the contribution schedule to provide for insurable persons in the higher income group.

The report indicates that "the addition of a new contribution class automatically resulted in a higher maximum rate of benefit for persons in the top earnings bracket". For a claimant with a dependent, the maximum weekly amount was raised from \$14.40 to \$18.30. For a claimant without dependents the maximum weekly amount was raised from \$12.30 to \$14.40.

The total Canadian labour force was estimated to number 4,964,000 at November 20, 1948, including both employed and unemployed persons, but excluding persons keeping house, attending school, or too old or infirm to work. The total insured population was estimated at 2,447,000, or almost 50 per cent of the total of gainfully employed persons.

During the later months of the fiscal year the Commission made arrangements for insuring workers in Newfoundland, following the entrance of the new province into Confederation on April 1, 1949. Offices were opened at St. John's, Grand Falls and Corner Brook. These offices were placed under the Maritime region. It was estimated that of a working force of approximately 112,000 in Newfoundland, rather more than 40,000 were in insurable employment.

In accordance with the policy of the Commission to extend coverage to previously uninsured groups of workers as circumstances made that possible, employment in the lumbering and logging industries in British Columbia and employment in stevedoring were brought under the Act during the year.

The Commission administered 295 insurance and employment offices scattered across Canada in 1948-49. In August, 1948, a branch of the National Employment Service was opened in London, England, staffed by employees of the Commission.

To this office, the report states, was extended the Canadian clearance system, thus making it possible for a Canadian employer desiring to obtain workers from the United Kingdom, to place his order with a local office of the Commission in Canada and have it filled.

The National Employment Service continued to play an important part in youth employment and vocational guidance, vocational training for unemployed persons, the employment of older workers, the placement of handicapped workers, war veterans and displaced persons from Europe. Improvements were made during the year in the machinery for the placement of applicants in technical, scientific, professional and business categories. This work was done largely in the five regional offices, but closer co-operation was established with the universities in all provinces.

The National Employment Committee held four regular meetings during the year and the five regional committees, whose work is co-ordinated by the national body, were reported to have functioned successfully. Regional and local employment committees dealt with matters and made studies referred to them by the National Committee, as well as having contributed valuable recommendations of their own.

The report states that "unemployment insurance is now generally accepted in Canada as an important and beneficial social security plan." Not only the general public, but employers and labour unions "have shown growing interest" in the provisions of the Act. "Both in its insurance and employment phases (the Commission), has become an essential part of Canadian economy."

TLC writes history of labour movement in Canada

A history of the Trades and Labour Congress of Canada and of the Labour Movement in the Dominion is appearing currently in serial form in the Trades and Labour Congress Journal. The first instalments were published in the September and November issues of the Journal and the history is to be continued in subsequent issues.

It is being written by Mr. L. E. Wismer, TLC's Director of Publicity and Research.

Old age and blind pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 257,485 at June 30, 1949 to 265,372 as at the end of the quarter September 30, 1949.

The Federal Government's contributions under the Federal-Provincial scheme totalled

\$22,618,926.50 for the quarter ended September 30, 1949, as compared with \$18,190,538.31 in the preceding quarter. Since the inception of the Act the Federal Government has contributed \$585,896,316.93.

As at September 30, 1949, all provinces had not completed the review of pensioners' files in order to make adjustments under the amendments to the Act increasing the maximum pension to which the Government of Canada would contribute from \$30 to \$40 a month. There was, therefore, considerable variation in the average pension paid in the different provinces. In only three provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 9,948 blind persons as at September 30, 1949, as compared with 9,743 at June 30, 1949.

The cost of pensions in respect of blindness to the Federal Government was \$939,125.49 for the quarter ended September 30, 1949, and \$727,727.17 in the preceding quarter. Since the inception of the Act, Federal payments have totalled \$17,154,986.09. The average monthly pension was between \$37.87 and \$39.09 in nine provinces. In Newfoundland, where the maximum pension payable is \$30 the average was \$29.33.

ILO study on strike statistics

The International Labour Office announced in November that time lost by strikes and lockouts has increased sharply since the war but is still "almost negligible" by comparison with normal unemployment. A study published in the *International Labour Review* gives comparative statistics for time lost in certain industries in a number of countries during the war and post-war years. The industries covered are mining, manufacturing, construction and transport.

The statistics, therefore, are not complete and do not represent the situation for all non-agricultural industries as a whole, or in relation to other countries. In Canada, for example, most of the time lost during the survey period was recorded in these four industries (1945-1947, 94 per cent) although they employed only slightly more than one-half of all wage and salary earners. When account is taken of workers in all industries, the average number of man-days lost annually in Canada through all disputes was about 197 days per thousand workers in the period 1940 to 1944, and 920 days during the period 1945 to 1947.

According to the ILO release the average number of man-days lost annually by industrial disputes per thousand workers varied as follows:—

	1940-1944	1946-1947
Canada	313	1,477
United States.....	509	2,899
India	337	601
Denmark	47	1,062
Hungary	94	46
Ireland	288	669
Sweden	108	3,685
Switzerland	12	123
United Kingdom....	179	228
Australia	922	1,563
New Zealand.....	135	228

The statistics for some countries include persons who were made idle by strikes and lockouts in the same establishments but who were not actually on strike themselves. In the case of the United Kingdom, over a 21-year period, it was found that this group accounted for about one-fifth of the lost man-days.

The study concluded:—

"From the figures of the table, it is clear that the loss from disputes is of very minor importance in relation to the total time worked. A rate of 1,000 days lost per 1,000 employees per year means one day per employee per year or, if the year comprises 300 working days, only one-third of one per cent of the year's working time.

"Only four countries had time-loss rates from strikes and lockouts as high as this figure. On an average, the time-loss from strikes and lockouts is half a day per employee per year, or less than two-tenths of one per cent. In comparison with unemployment, therefore, for which a rate of three per cent is low and one of ten per cent not unusual, the loss from industrial disputes appears almost negligible."

United Nations sponsors study on employment

Problems of employment and economic stability were discussed recently by the United Nations General Assembly, and on November 25 a resolution on full employment was adopted.

The resolution begins by approving the action of Secretary-General Trygve Lie in inviting a group of experts to report on national and international measures required to achieve and maintain full employment. (This action was taken in accordance with a resolution of the Economic and Social Council. Those participating in the study are: E. Ronald Walker, from Australia; Pierre Uri, of the General Commissariat of the Economic Plan for France; Nicholas Kaldor, from Cambridge University, United

Kingdom; and two United States economists, J. M. Clark, from Columbia University, and Arthur Smithies, from Harvard University.)

Continuing, the General Assembly Resolution expresses its belief that national and international action to promote and maintain full employment is a basic requirement for the achievement of a stable and expanding world economy.

It notes with satisfaction that the plans of various governments for increasing purchasing power and for promoting full employment include such measures as the extension of unemployment insurance, the expansion of social services generally, public works programs including low-cost housing and natural resources development projects, measures affecting the level and methods of taxation, and incentives for the encouragement of private capital investment.

It recommends "that each Government consider, as a matter of urgency, its international responsibility under Articles 55 and 56 of the Charter to take action, as the need arises, designed to promote and maintain full and productive employment, through measures appropriate to its political, economic and social institutions."

(A survey of the plans formulated by various nations to maintain full employment appeared on page 1228 of the October LABOUR GAZETTE.)

TUC appeals to affiliates to postpone wage claims

The General Council of the Trades Union Congress, on November 23, called on all affiliated unions to postpone until January 1, 1951, claims for higher wages as long as the price index remains below 118. At the time of the TUC's announcement the index stood at 112.

The TUC's statement followed nearly two months of discussion between labour and Government leaders. The problem has been made more difficult because of a large number of "important and justifiable" claims for wage increases pending by individual unions, the United Kingdom Information Office bulletin *Economic Record*, states.

"In addition," the report continues, "there is the problem of the unions whose contracts have a sliding-scale arrangement based on the cost-of-living index. If their wages rose automatically through an increase in the cost of living, the other unions could hardly be expected to hold back. Finally, there is the problem in wages of encouraging increases for higher output while keeping wage rates stable."

Although recognizing the problem of the lowest paid workers, the TUC urged the

necessity of "rigorous restraint" even in these cases, and recommended that "incentive plans" should be developed for raising earnings that are too low.

In return for recommending acceptance of an increase in prices up to five per cent, without asking for more pay, the General Council has been assured by the Government that the unions will not be expected to accept any wage reductions should prices fall within the limit of five per cent.

The General Council can only recommend, it is pointed out. "While it is the responsibility of unions themselves to operate the wages policy, unions nevertheless must pay regard to the realities of the economic situation in framing their policy, and act loyally in conformity with the policy now recommended by the General Council," the TUC recommendation states.

The Council pledged itself to "intensify" its campaign for increased productivity and greater efficiency, and recommended study in each industry with a view to extending the "system of payment by results."

The TUC announcement followed the Government's decision last September to devalue the pound. "The dangerous inflationary tendencies which devaluation inevitably intensifies must be counteracted by rigorous restraints upon all increases of wages, salaries and dividends," it states.

British personnel management advisory service

One of the specialized services provided by the Ministry of Labour and National Service in the United Kingdom is to help firms in working out a progressive personnel policy.

The purpose is to stimulate attention to the human relationships in industry; and an account of the functions of the Personnel Management Advisory Service appears in the October issue of the British *Ministry of Labour Gazette*.

The Service seeks to foster an attitude on the part of management towards its employees which, the article states, might be expressed as follows:—

"It is the objective of this company to establish such relationships with its employees of all ranks as will encourage them to feel a satisfaction in their employment and so enable them to collaborate to the full in promoting the company's efficiency and prosperity. In pursuance of this objective, the company will maintain constantly under review:—

Its methods of recruitment, selection, training, education and promotion;

Its administration of industrial agreements relating to its terms of employment, methods and standards of remuneration, and working conditions;

Its provisions for workshop amenities and employees' services;

Its facilities for consultation on all appropriate matters with its employees and with their trade union representatives; and

Its procedures for the settlement of differences and the avoidance of disputes."

The article goes on to point out that the implementation in practice of such a declaration of policy would involve, among other things:—

The use of adequate and objective methods of selection for engagement;

The placing of employees in the available work most suited to their abilities;

The provision of training and educative facilities to enable employees to perform their duties competently and to fit them for promotion as opportunity offers;

The consideration of the employee, as well as of the company, before transferring him from one job to another;

The filling of vacancies from within the company, so long as suitable candidates are available;

The development and maintenance of methods for the regular assessment of employees' qualities and services and the use of these recorded assessments as a means of selecting employees for promotion;

The recognition of the right of the employees, assisted, if they so wish, by their union representative, to examine and check methods and calculations on which payment by results proposals are based; and

The maintenance of the highest practicable standard of workshop conditions and amenities, regarding statutory legislation on the subject merely as a minimum.

The article states that the Advisory Service helps firms to apply these various points in their day-to-day administration. It does so by direct advice, or by putting the firms into touch with an appropriate specialist organization.

The handicap under which so many firms are suffering, the article continues, is the dearth of trained personnel officers to put in charge of the administration of their personnel policies and to advise them in general on those policies. "One of the most important functions of the Advisory Service is to help untrained or inexperienced personnel officers both directly and by arranging lecture courses in co-operation with the educational authorities and the Institute of Personnel Management. These Courses have proved of great advantage both to the individuals and to the firms by which they are employed.

"The Advisory Service does not, of course, restrict its activities to the larger firms which can establish special personnel departments and employ specialist personnel officers. Much of the Advisers' work is with the small firm which, despite its smallness, wants to put its personnel

management on a sound footing but obviously cannot justify a specialist department. The Advisers explain how the job can be done in those cases, by allocating the various personnel functions to appropriate members of the existing staff."

Another of the functions of the Advisory Service is to organize or help in organizing conferences of employers on personnel management so that advantage can be gained from the pooling of experience."

Long-term decline in jobs for unskilled workers

A long-term decline in the number of job opportunities available for labourers, coupled with an increase in jobs for skilled workers, was noted in a study of employment by industry and occupations conducted by the University of Pennsylvania and summarized in the *New York Times*.

Whereas non-farm labourers were 11.3 per cent of the total persons employed in all occupations in 1910 they accounted for only 5.6 per cent in 1948, according to the report.

Under high level employment, however, jobs for craftsmen increased relative to the population. Gains in employment by "white collar" workers relative to the population were substantial from 1910 to 1940 and were even greater in the period to 1948, particularly for clerical workers. Relatively smaller increases were made by non-farm proprietors, managers and officials, operatives and service workers. By 1948 the number of women in jobs was double that of 1910, and, relative to population, it had increased 47 per cent, the survey found.

CIO pamphlet explains government and finances of unions A pamphlet entitled, *The CIO—What it is and what it does*, has recently been issued by the Research and Education Department of the CIO at Washington.

Its purpose is to make available to the public accurate and up-to-date information concerning the practices and background of the CIO and "in the light of the present disputes between unions and industry in this country . . . to give a better understanding of the total picture."

The pamphlet contains a brief history of the organization from the time of its inception up to the present, an analysis of its present program, and information concerning the financial practices and government of CIO unions, together with a chart showing the structure of the CIO.

Training workers to lift

States Department of Labour for the use of supervisors and foremen in training workers in the safe lifting and carrying of heavy objects. This is the second in a new series of safety pamphlets for industrial supervisors.

The bulletin emphasizes the supervisor's responsibility for safe production and suggests how he can help workers to prevent the large number of injuries, such as hernias, sprains and strains, which result annually from faulty lifting habits. By training workers in *safe lifting*, the bulletin states, the supervisor or foreman is making an improvement in work methods beneficial to both his workers and his employers.

It is recommended that mechanical devices should be substituted, wherever possible, for manual lifting. Where such mechanical aids are not practical or suitable, however, the supervisor is advised, before assigning workers to lifting or carrying jobs, to determine from physical examination records the physical condition of the workers, especially of women. The strain of lifting is dangerous to workers who are underweight or overweight and to persons with deformities of the spine, arthritis, weak hearts, high blood pressure and lung diseases.

It is suggested also that the foreman be familiar with any State regulation there may be limiting the amount of weight that women workers are permitted to lift or carry, the usual limitation being 25 pounds for lifting and 15 pounds for carrying.

Where the load or material is too much for one person to handle safely, the foreman is advised to train workers in team lifting. More effective training will result, it is stated, from an analysis of the various lifting or carrying jobs to determine which workers need instruction. A number of rules are enumerated to aid the foreman in demonstrating the proper way to lift. Cartoons illustrate the application of these rules.

Formation of Asian labour federation

a number of Asiatic countries recently established the Asian Federation of Labour.

The October issue of *Labour Abroad*, issued by the United States Bureau of Labour Statistics states that the Federation was conceived by Asian trade union dele-

Teach Them To Lift is the title of a bulletin (No. 110) which was issued recently by the Bureau of Labour Standards of the United

gates, in particular those representing the Indian National Trade Union Congress, to the June, 1948, International Labour Conference in San Francisco. With the appointment of a preparatory committee at a meeting of the Indian labour body in December, 1948, the proposed organization entered its first stage of formation.

Organizational meetings were held in Geneva in June, 1949, at the time of the 32nd ILO Conference, and were attended by delegates representing labour groups from India, China, Iran, Indonesia, the Philippines, Thailand and Lebanon. Pakistan delegates participated in the initial meetings but later withdrew. Turkey, Japan, Australia and the United States were invited to send observers.

At the Geneva gathering, a constitution and four-point program were adopted and a provisional committee was created. The executive committee was to be composed of two representatives from India, two from China, two from Pakistan and one from each of the other affiliating countries. The four-point program outlines plans for concerted action by Asian workers to "(1) prevent the return of foreign exploitation; (2) raise living standards by raising national incomes; (3) fight the Communist menace; and (4) make the voice of Asian workers heard at international conferences."

Labour Abroad further states that the first plenary session of the Federation is scheduled to take place in Colombo, Ceylon, in January, 1950, at the time of the ILO's First Asian Regional Conference.

Trade unionism in India

Registered trade unions in India continue to increase. The *Indian Labour Gazette* reports that at the end of March, 1948, there were 2,766 trade unions on the registers—more than half as much again as for the previous year. This does not include unregistered unions, as registration is not compulsory.

Membership reported by 1,628 unions reached a record total of 1,662,929 at the end of the year. Of this, 102,299, or 6.2 per cent, were women.

Union federation made considerable advance also. Seventeen federations were registered during the year, as compared with seven in the previous year.

The large increase in the number of unions is attributed mainly to "the desire on the part of the workers to organize themselves with a view to securing improvement in their working conditions, wages and general standard of living." Mentioned as a further cause is "the enactment of labour laws conferring special privileges on registered unions."



THE CANADIAN LABOUR FORCE

The labour force is constantly changing, as new workers enter and old ones leave. Moreover, economic and social trends make constant new demands on the worker, changing the skills required, and forcing shifts between occupations, industries, and regions.

The following article¹ analyses the broad composition of the Canadian labour force, and indicates some of the factors influencing its structure, and the special problems applying to some large groups.

All problems of labour, welfare, or economic security are closely related to some part, or the whole, of the labour force. In order to measure the relative importance of these problems, and to see the relationship of each of them to the economy as a whole, it is therefore helpful to study the labour force, its size, its component parts, and the effects upon it of economic and social changes.

First of all it is important to state what is meant by the term "labour force". Then, we shall endeavour to present a brief picture of the broad composition of the labour force as it is at present. This will be followed by a short discussion of the

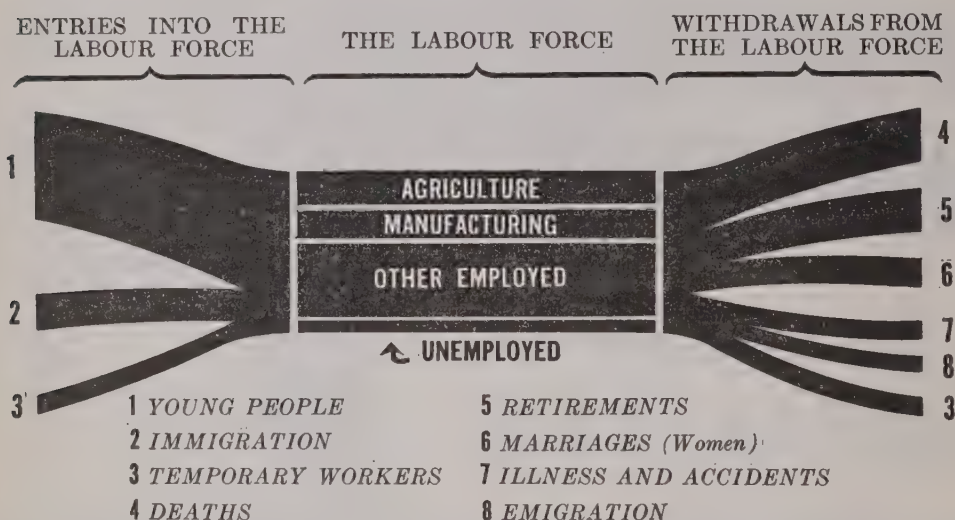
principal economic and social trends which affect the labour force mainly from without. The discussion will then turn to a consideration of the chief shifts in its internal structure. The last main section will deal with a number of special groups within the labour force. Throughout, an attempt will be made to focus attention on the labour force itself.

¹ This article, by George V. Haythorne, Director, Economics and Research Branch, Department of Labour, was presented in a substantially similar form as a paper at the Round Table on Economic Security at the University of Toronto, May 23 to 30, 1949. Assistance in preparing the article has been given by F. W. Burton, J. T. Montague and other officials of the Economic and Research Branch.

THE CANADIAN LABOUR FORCE

SCHEMATIC PRESENTATION OF ENTRIES AND WITHDRAWALS

The labour force consists of persons at work or available for work. . . . It is not a fixed body of persons; there is a constant flow into and out of the labour force.



N.B.—THE PROPORTIONS SHOWN ARE NOT BASED ON ACTUAL STATISTICS
OWING TO THE ABSENCE OF COMPLETE INFORMATION.

Here and there special labour problems will be mentioned, although our main purpose is rather to help give a broad background for a consideration of such problems generally.

The Labour Force Defined

There are many ways of defining the labour force. For present purposes, we may define it as the total of those people at work plus those available for work. "Work" in this sense means types of effort for which economic remuneration is normally received. Thus, a coal miner or a shopkeeper is considered to be in the labour force, but a housewife or a student is not.

"Those available for work" is a vague phrase, but it is intentionally so, since no hard and fast limit can be placed on this category. For statistical purposes, the category is usually limited to those persons actively seeking employment. There are no doubt many other persons not actively seeking employment who would nevertheless accept suitable jobs if they were offered, and who may be considered, at least, potentially in the labour force.

Although our Canadian statistics on the labour force have improved during recent years, since a quarterly survey was begun by the Dominion Bureau of Statistics, it is

not easy, owing to such circumstances as are mentioned above, to obtain adequate data on all parts of the labour force. In fact, it can be seen that practically every adult in the country may become a member of the labour force at one time or another during his life. The labour force is, therefore, not a fixed body of persons. Rather, it is a stream through which most individuals flow for a longer or shorter period. This dynamic concept is illustrated in Chart 1, which shows the principal tributary streams by which people enter the labour force, and the principal streams by which they leave it.

This flow into and out of the labour force is well illustrated by our wartime experience. What happened is shown in a broad way in Chart 2.² It will be seen that the increase in total employment, including both civilian workers and the armed services, was out of proportion to the increase in population. Where did these additional workers come from? They came from two sources: first, from the unemployed; second, from those not previously in the labour force. Many in this second group would, in normal times, have continued in their existing

² Data from Special Surveys Division, Dominion Bureau of Statistics.

status as housewives, students, or retired workers. In other words, there was at this time a great expansion in the stream of "temporary workers" shown in Chart 1, under "entries into the labour force".

Present Composition of Labour Force

At the present time the Canadian labour force numbers about five million people, or approximately forty per cent of the population.³ About four workers out of five are male. Almost half of the labour force are aged 25 to 44 years inclusive. The average female worker is considerably younger than the average male worker, as is shown in Chart 3.⁴ Occupationally, one worker out of five is in agriculture.

Geographically, three out of five members of the labour force live in Ontario or Quebec. The percentage of the total population included in the labour force is lower in Quebec and in the Maritime Provinces than in the rest of the country. This is particularly true for females.

It is difficult to divide the labour force precisely into groups based on the degree of skill, but according to Census definitions, almost one-third of the labour force is at present included in unskilled occupations.

³ Data in this section from Labour Force Survey, Dominion Bureau of Statistics.

⁴ Data for Chart 3 from 1941 Census.

Members of the labour force who are actually employed can be divided by occupational status, into paid workers, employers, own-account workers, and unpaid family workers. The distribution of total employed between these categories is not the same for women as for men, nor the same in agriculture as in other industries.

In non-agricultural industries, which employ nearly four million people, of whom almost one-quarter are women, about 80 per cent of the men and about 90 per cent of the women are paid employees.

In agriculture, on the other hand, which employs about one million workers, paid employees form a relatively small element, including hardly more than one worker in eight even at the harvest season. Farmers without paid workers make up over 50 per cent of the agricultural labour force. Unpaid family workers make up about 30 per cent.

There are today in Canada about four million people, 14 years of age and over, who are not included in the labour force. This means that for every 5 persons in the labour force, there are 4 outside; of the latter group about five out of every six are women and of these close to 85 per cent are keeping house. Students number about 600,000, and about the same number of people are too old to work, or voluntarily idle. Except for housekeepers, all these classes are about equally divided between males and females.

Chart 2

WARTIME CHANGES IN THE CANADIAN LABOUR FORCE

(as at June 1 each year)

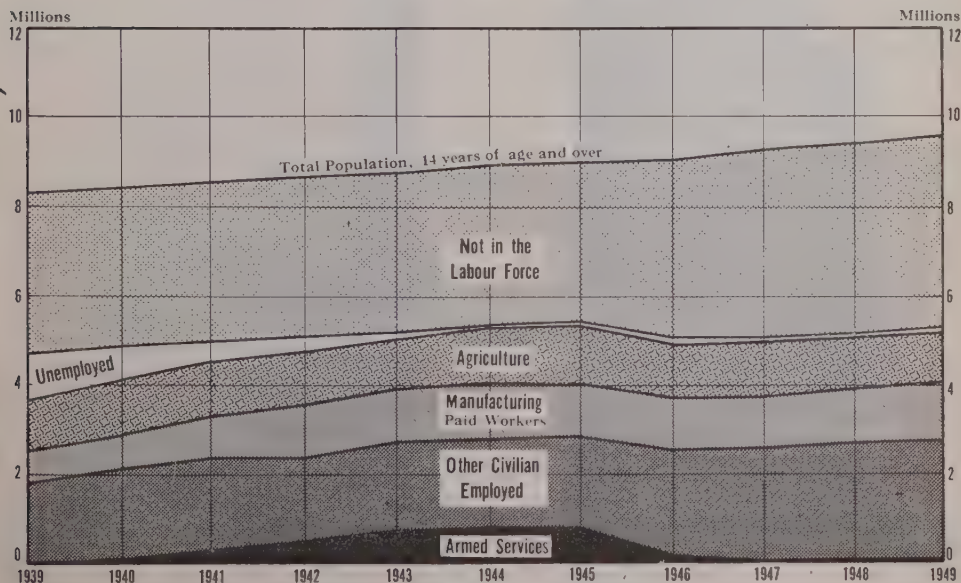


Chart 3

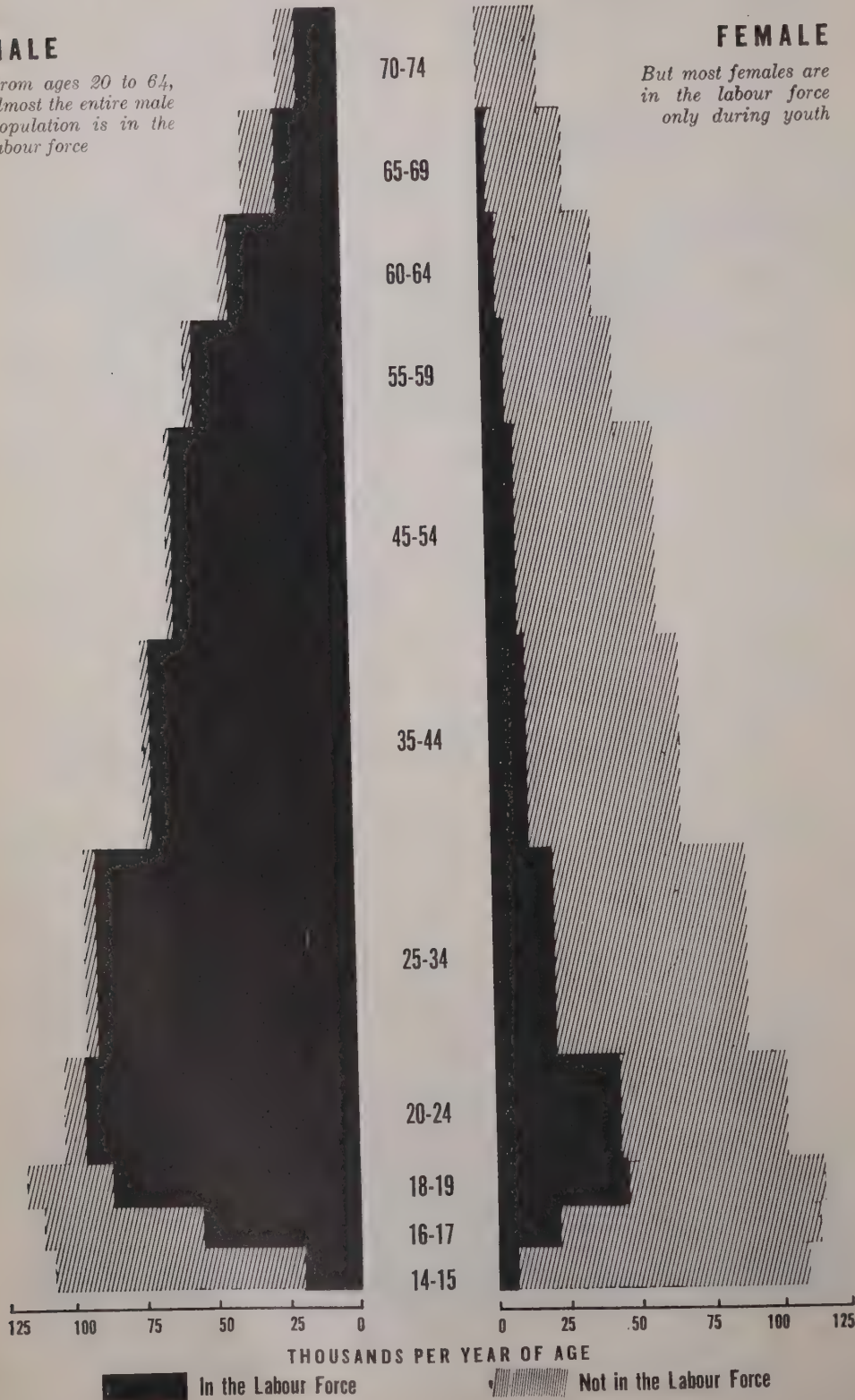
AGE AND SEX COMPOSITION OF THE LABOUR FORCE, 1941 CENSUS

MALE

From ages 20 to 64, almost the entire male population is in the labour force

FEMALE

But most females are in the labour force only during youth



Economic and Social Trends Affecting the Labour Force

In examining the nature and composition of the labour force, it is helpful to keep in mind the principal economic and social trends which are constantly changing the environment in which the people of Canada, and of other countries, must live and work. Economic and social changes, as we all know, have been extensive during the past forty or fifty years.

Technological progress, including the mechanization of production, is obviously among the most fundamental causes of these changes. It has been accompanied by profound changes in the structure of our economy, including the labour force. It is easy to think of examples, such as the introduction of electric power, with all its effects on industry and labour.

Another important development in Canada, closely connected with technological progress, has been the rapid opening of new territories and the utilization of new natural resources. A third influence has been the widening and narrowing, at different times, of the streams of international trade.

These economic changes and others have not only altered the conditions under which the labour force must work but have had important effects on the character of the labour force itself. Moreover, these changes are still in progress and their results have become so much of a commonplace, that sometimes we fail to give them the consideration they deserve. One result, for example, has been the steady rise, over the last century, in real income of the average worker. Another result is that the types of work required of the members of the labour force have been greatly altered, and, in particular, there has been a rapid growth of secondary industries, in comparison with the slower growth of the primary or extractive industries.

These trends which have been mentioned are economic. In addition, there have been other trends, parallel and related to the preceding, which are social. Examples are the growth of the modern business corporation and of large trade unions. Other rather different examples are the emancipation of women, the decline in the birth rate, and the development of our modern educational system. We cannot measure the effects of each of these trends in any precise way, nor can we discuss them fully here, but we do know that they have important influences upon the labour force, upon its total size and its composition, upon its wages and its general welfare, and upon its own quality and its efficiency.

Shifts Within the Labour Force

One of the principal responses by members of the labour force to economic and social trends, is to be seen in the shifting structure and composition of the labour force itself. These shifts are chiefly of three types: occupational, industrial, and geographic. They are all closely linked with economic security or insecurity.

Occupational Shifts

Occupational shifts are of two main types: they may involve a change in the nature of the job itself, or the worker may move from one occupation to another.

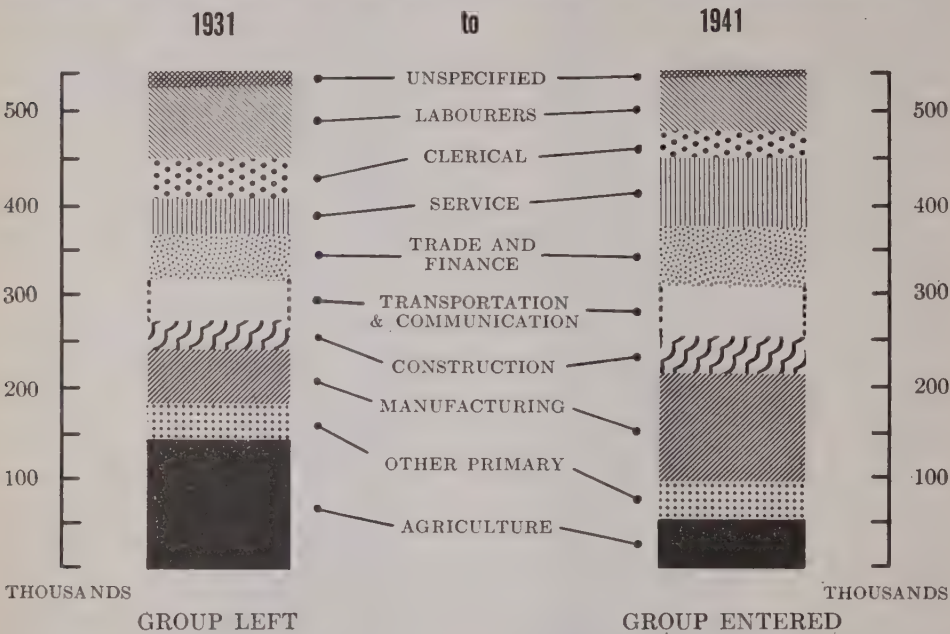
With reference to the first type it is sometimes said that increased mechanization of production has diminished the amount of skill demanded of the worker. This has no doubt occurred in some cases, but in many others our more complicated productive processes have demanded new kinds of skill. In place of the old handicraft skills, the emphasis now lies on familiarity with the machines and with the materials handled. Today greater skill and adaptability are demanded than in the past of entrants to many occupations, including those of professional rank and the higher types of manual work. Census data indicate a substantial increase over the last thirty years in the number of skilled tradesmen. The information on the relative degrees of skill of all members of the labour force, however, is incomplete, and it is therefore impossible to determine at present whether the increase of skilled workers over this period has been greater or less than that of unskilled workers.

One of the main economic security problems posed by this trend towards more complicated and varied skills required of workers is the provision of adequate training and vocational guidance. Although the average worker nowadays has had more years of formal education than his predecessors, he is not always better equipped for his work, especially in the case of skilled manual labour.

Turning now to the second type of occupational change, namely, movements of workers, younger persons are again usually most affected. While in the process of training, they are seeking out the most advantageous fields of work. On the other hand, older workers, once in the labour force, build up vested interests in their occupations, as a result of familiarity, or through seniority or other institutional ties. The longer one has followed a certain occupation, the more reluctant one is to move. From the limited information available it appears that when older workers

Chart 4

MOVEMENTS OF WORKERS BETWEEN MAJOR OCCUPATIONAL GROUPS



Census figures show the changing occupational pattern of the Canadian labour force. Between 1931 and 1941, 541,000 persons moved from one major occupational group to another. There was a substantial net shift out of agriculture, and into manufacturing, service, and most other non-agricultural groups.

move they are more inclined to shift within what might be called "families of occupations"; for example a logger is more apt to become a farmer or a garage mechanic than a clerical worker or a school teacher.

Significant figures on the extent of these occupational shifts were obtained at the time of the 1941 census. About 4,200,000 persons were gainfully occupied in Canada in June, 1941, of whom nearly 2,800,000 had also been gainfully occupied at the preceding census, in 1931. Of these latter, about 541,000 indicated that they had moved during the decade from one broad occupational grouping to another. The extent of these shifts is shown in Chart 4.⁵ This chart shows a substantial net shift out of agriculture, and into manufacturing, service, and most other non-agricultural groups. In addition, of course, there were many shifts within each occupational group not recorded here.

Industrial Shifts

The second important change within the labour force has been the shift of workers between industries. The largest movement in Canada over the past fifty years, as we all know, has been from the primary to the

secondary industries. At the turn of the century, two out of every five workers were employed in agriculture; today about one out of five is so employed. On the other hand, manufacturing employed less than one worker in six in 1901, in comparison with more than one in four at present. Manufacturing since World War II has employed more people than agriculture. These broad trends are illustrated in Chart 5.⁶

It must be recognized that these changes in the structure of the labour force are due both to the actual movements of individual workers from one industry to another, and to the direction of the stream of new entrants to the labour force. We saw above, for example, that during the thirties a net farm emigration of 85,000 occurred. It seems safe to say that an even higher net movement occurred during the twenties and forties. If we were able also to measure the number of young persons born on farms who left agriculture in their youth, the over-all figure would be much higher.

⁵ Census of Canada, 1941, Vol. 7, Table 15.
⁶ Census data, 1891-1941: data for 1946 from Labour Force Survey, Dominion Bureau of Statistics.

Geographic Shifts

The third important change within the labour force has been the geographic movement of workers. This type of shift raises greater problems in Canada than in many other countries, owing to the distances involved. These migrations of workers are due chiefly to two causes: first, the development of new natural resources, and second, the differing rates of growth of the industries predominating in various areas.

In addition to the large rural-urban migration, already mentioned, there are migrations between rural areas of different types. There are also of course migrations for many reasons between different urban areas. While the greater part of these geographic migrations in Canada take place within a single province, interprovincial movements are also important. The most obvious example of interprovincial migration in Canada has been the shift following Confederation into the Canadian West. Large numbers of these workers left farms in the Maritime and Central provinces. More recently, especially during the drought years of the thirties there has been a movement from the Prairies to Eastern Canada, mainly Ontario, and to British Columbia.

While more data regarding these movements are available today than earlier we still do not have a complete picture of their character and extent. An over-all estimate from census data places the number of Canadians who move from the locality of their birth at around one-third of the total.

The movements of workers into and out of Canada are basically similar to those which we have just discussed. Immigrants come chiefly from Europe, while emigrants go chiefly to the United States. Both these streams tend to increase in periods of prosperity and to decrease in periods of depression, but the stream into Canada appears to vary much more than the other. For example, in 1946, immigrants into Canada numbered 72,000, and there were 28,000 recorded emigrants to the United States. But in 1936, relatively a year of depression, immigrants to Canada were only 12,000, one-sixth the 1946 figure, and slightly below the number of emigrants to the United States in the same year.⁷

Those Who Do Not Shift

Up to this point our attention has been focussed primarily on those workers who participate in these various movements. Many of the problems of economic security, however, are more closely connected with those workers who do not move. In spite of greater economic opportunities elsewhere, many workers feel bound to a particular locality or to a particular type of work by family or community ties, by language or culture, by preference for a special way of life, by specialized skills, or lack of skill, or by plain inertia.

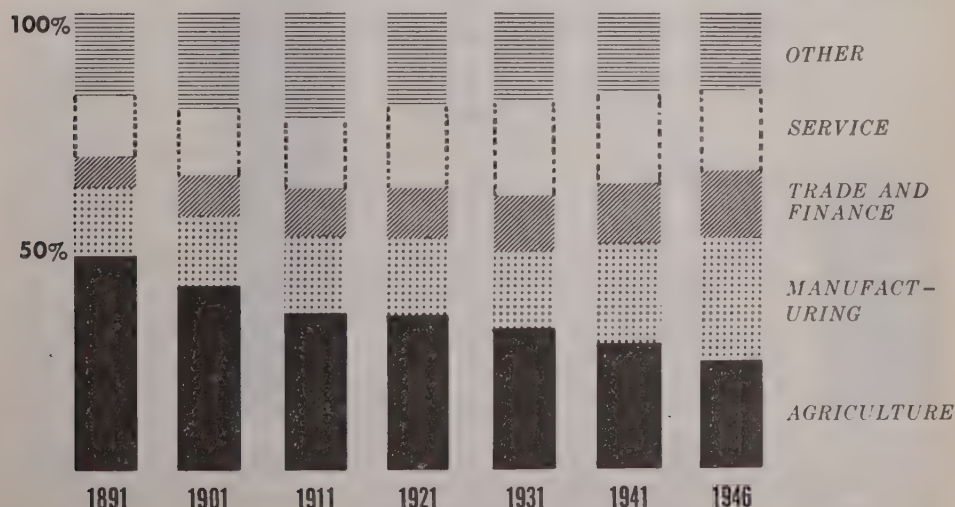
As a result, certain groups of workers may be left in occupational, industrial or geographic backwaters, even though there

⁷ Canada Year Book.

Chart 5

INDUSTRIAL DISTRIBUTION OF THE LABOUR FORCE, 1891-1946

A half century's census figures illustrate the changing industrial structure of the labour force, showing the movement of workers from primary to secondary industries.



may be prosperity elsewhere. One of the largest of these groups consists of persons on subsistence farms. At our last decennial census there were over 200,000 farms which sold either less or only slightly more than one-half of their produce. When allowance is made for the families of these subsistence farmers, it will be realized that the total number of persons in this "backwater" group approximates one million. There are several other such groups of which perhaps the most important are the casual unskilled workers and the seasonal workers in the fishing areas. These groups suffer from low incomes, and frequently from unemployment or underemployment. In time of depression, the burden has usually fallen more heavily upon them than upon others.

Special Groups in the Labour Force

So far we have described the broad outline of the labour force, spoken of some of the trends within the economy which have an effect on the labour force, and have discussed some of the significant shifts within the labour force. Now we shall discuss certain groups within the labour force which warrant special treatment. These groups are: younger workers, older workers, women, and seasonal workers.

Younger and Older Workers

Both younger and older workers constitute significant segments of the labour force. There are today close to 1,300,000 or about one-quarter of the labour force in the younger group, from 14 to 24 years. Slightly more, roughly 1,500,000 or one-third of the labour force are in the older group, 45 years and over. These proportions are shown in Chart 3.

As is well known, in recent generations the birth rate has fallen and average life expectancy has risen. The average age of the population is therefore tending to increase, although the tendency may be interrupted by heavy immigration or a rise in the birth rate.

Partly as a consequence of these factors there is a long-run downward trend in the proportion of younger workers in the labour force.⁸ The gradual increase in the age at which young people leave school has contributed to this trend. For example, of all boys aged 14 and 15, 29 out of every hundred were gainfully occupied in 1921, while in 1941 only 17 out of one hundred were gainfully occupied.⁹

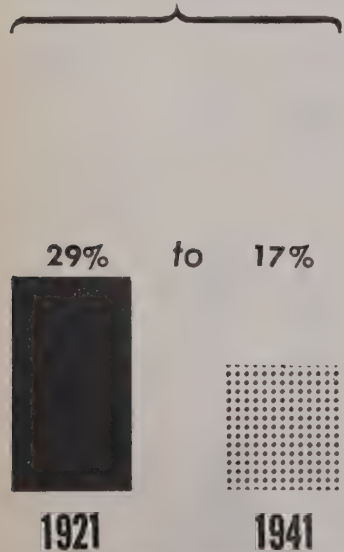
⁸ See Chart 6.

Chart 6

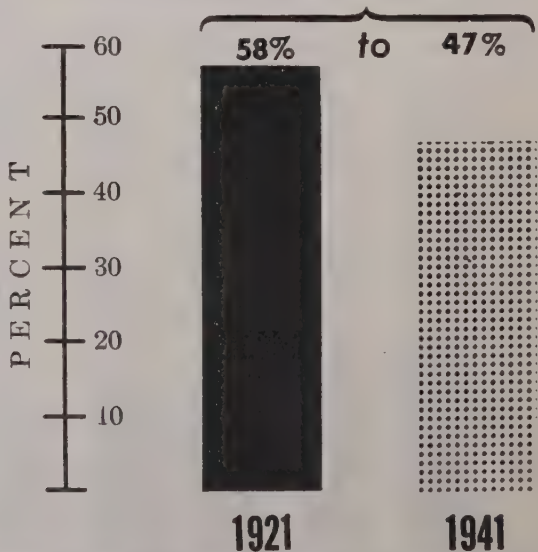
CHANGING AGE PATTERNS IN THE LABOUR FORCE

On the average, persons now enter the labour force at a later age than formerly and retire younger. Census figures show that between 1921 and 1941 . . .

The percentage of boys aged 14-15 who were gainfully employed declined from



While the percentage of men aged over 65 who were gainfully employed declined from



thus, although the average length of life of the population is increasing, the percentage gainfully employed is diminishing at both ends of the age scale.

At the other end of the age scale, among people of 65 and over, the percentage at work has been reduced in recent years by a trend toward earlier retirement. Of males in this age-group, 58.4 per cent were gainfully occupied at the time of the 1921 census, but this had fallen to 47.4 per cent by 1941. For females, there was a decline from 6.3 to 5.6 per cent during the same period. However, owing to the great increase in the total number of older people, the absolute number gainfully occupied increased by about 50 per cent, both for men and for women, between these two dates.⁹

Summing up these broad trends, it seems clear, that while the average age of the population is increasing, the percentage gainfully employed is diminishing at both ends of the age scale. The labour force, in other words, is composed more and more of people aged from 18 to 64 years. The task of supporting the whole community, in other ways, is falling to a larger extent on these "middle" aged workers.

Looked at from the standpoint of economic security, the youth group is important, not only in numbers, but also because every worker passes through this group in the earliest and most critical stage of his working career. This period is a critical one because it is at this time that the young worker, who frequently has had little opportunity for training, practical experience, or even vocational guidance, faces serious problems of adjustment to his employment. It is perhaps to be expected that over 40 per cent of the unemployed in March, 1949, were under 25 years of age.¹⁰

From the long term point of view, the problem of the older worker is less critical than that of the younger worker. If the problems of youth can be alleviated, so that most people get a good start in life, the problems of all other age groups should be greatly diminished. This, however, is not to minimize the special problems of the older members of the labour force.

Unemployment among older workers has a different significance from that among younger workers. The younger worker, due to lack of experience and seniority, is more likely to lose his job, but his chance of obtaining a new job is constantly improving. The older worker is less likely to lose his job, but his chance of obtaining a new job is poorer and constantly becoming worse.

Another matter of peculiar importance to older workers and to the community as a whole is that of retirement. There is likely

to be a decrease in the labour force as a result of any extension of the present compulsory retirement plans, for example the railway plans effective at age 65, or as a result of the lowering of the age requirement of the present general old-age pension scheme from 70 years. Indications are that the number of workers covered by pension plans in Canada is increasing. Already, it is estimated, close to 1,000,000 workers are covered by such plans. This means that by about 1965, more workers in the older age group will be eligible for pensions and may therefore be less interested in steady employment than is the case today. On the other hand, with shorter hours per day and fewer days per week in many industries, and with increased mechanization, employment may in the future be more attractive to older workers.

Women Workers

Women workers today make up about 21 per cent of the labour force. This proportion, which is shown in Chart III, has increased gradually since the beginning of the century, when it was around 13 per cent. During the war, of course, the proportion of women employees in manufacturing increased rapidly, but it has now reverted approximately to the pre-war level.¹¹

As might be expected, most of the women in the labour force are young. Over 40 per cent of the employed women in June, 1949, were under 25 years of age; almost double the similar proportion for men. It is of interest to note that during the post-war years the proportion of married women to single women in the labour force has increased moderately. In June, 1946, there were, according to the Labour Force Survey, in non-agricultural employment, 597,000 single women and 199,000 married women. At the same date in 1949, there were 627,000 single and 243,000 married.

It is well known that the average earnings of female workers are considerably lower than the average earnings of males. This may be only a minor problem to many women who marry and thereafter remain outside the labour force, but it is important to women who never marry, and to those who have to return to work after marriage. It is especially important to women who support dependants.

The lower level of female earnings is accounted for partly by the lower average age of female workers in comparison with male workers. Being younger, female

⁹ Census of Canada, Occupations, 1921 and 1941.

¹⁰ Quarterly Labour Force Survey, Dominion Bureau of Statistics.

¹¹ Census of Canada, 1901-1941; Census of Industry, 1939-1945; Annual Review of Employment and Payrolls, 1945-1948; Labour Force Survey, 1945-1949; all from Dominion Bureau of Statistics.

workers are also, on the average, less skilled than males. The difference in earnings between male and female workers of equal skill is therefore less than the difference in earnings between the average male and the average female worker.

It is also true that women have not generally entered some highly-paid occupations, especially many types of skilled manual labour. Consequently, a large percentage of the total female labour force is crowded into a relatively narrow range of lower-paid occupations, of which leading examples may be found in personal service, in retail trade, in clerical work, or in the textile and clothing industries. The total number of women in the professions, according to census figures, appears impressive, until one discovers that school teachers and nurses make up approximately 80 per cent of this total.¹² This lack of alternative opportunities is one of the chief factors depressing women's earnings.

Seasonal Workers

The fourth group in the labour force which deserves special attention is that composed of seasonal workers. It is difficult to determine the size of this group, partly because it contains many part-time workers who move in and out of the labour force, but mainly because no complete record is maintained of those persons who shift from seasonal jobs in one industry to those in another. The best figure we have been able to arrive at, and it is at most only an estimate, is that, of the total Canadian labour force, some 16 per cent are seasonal workers.

The largest groups of seasonal workers are to be found in the primary industries and in the secondary industries associated with them. There are, however, other important smaller groups located in various types of manufacturing, for example, automobiles and textiles, construction, transportation and the service industries.

Seasonal workers do not form a homogeneous group. Many of them enter the labour force only for a part of the year, such as the summer holidays or perhaps only the harvest season, and are occupied for the rest of the year as students, as housewives, or as retired persons. Others, probably equally or more numerous,¹³ are

permanent members of the labour force and they and their families are dependent upon their ability to find a succession of suitable seasonal jobs at the various seasons of the year. Examples of this second group are the men who work in agriculture or fishing in the summer, and in logging or elsewhere in the winter. It is in connection with the second group that serious problems arise.

One economic security problem for many of these seasonal workers is the almost inevitable loss of time involved between jobs. This is particularly serious, of course, for workers who depend entirely on a sequence of such jobs for their livelihood.

Another problem is the uncertainty of employment which accompanies this work. There is nearly always a risk involved as to whether or not a job will be available at the end of the season. Changes in employment, even though they are of a recurring nature, make it more difficult for workers to become highly proficient in one occupation. There is also the necessity still in many cases for the worker to be away from his family for extended periods.

Conclusion

There are two final comments which might be made. Both of these are of a general nature. In the first place, it seems clear from this analysis that there is something to be gained from examining the labour force from the standpoint of the whole economy as well as from the standpoint of each part of the economy separately. By obtaining this total picture first, one is more apt to see the various segments in their proper perspective.

Secondly, it is important also to discuss economic security problems from the standpoint of society as a whole as well as from the standpoint of individual workers, or groups of workers. If steps are taken to encourage a proper balance of manpower between essential industries, if the skills of workers are well developed and if measures are taken to maintain employment at a high level, economic security problems are likely to be at a minimum. There will always be certain groups in society requiring special economic security measures to supplement their income but such measures should be seen in this broader setting so that they will help rather than hinder the development of a healthy economy and the achievement of improved economic security for all.

¹² Census of Canada, 1941, Vol. VII.

¹³ For estimates, see "Seasonality of Employment in Canada", (L.G., Oct. 1949, p. 1210) where the following approximate figures are given: Seasonal workers not full-time members of labour force.... about 350,000; seasonal workers who are full-time members of labour force.... about 500,000.

SEMI-ANNUAL MEETING OF VOCATIONAL TRAINING ADVISORY COUNCIL

The thirteenth semi-annual meeting of the Vocational Training Advisory Council devoted much of its time to the study of apprentice training, youth training and student aid, the peace-time programs in vocational schools, and the continuance of Dominion-provincial co-operation in the extension of vocational training privileges to an ever-widening circle of Canadian youth.

Educationists from every province in Canada, including Newfoundland, attended the thirteenth semi-annual meeting of the Vocational Training Advisory Council, held in Ottawa, November 15 and 16, 1949.

The agenda for the meeting covered studies of the problems connected with vocational training for unemployed workers, youth and apprentice training, student aid, vocational correspondence courses and vocational training for inmates of penal institutions. Reports were received with respect to vocational training for discharged members of the Armed Services, and the erection and equipment of new vocational schools in some of the provinces. Recommendations were made regarding the continuance of federal aid to promote vocational education in the several provinces, as well as the organization of additional guidance and placement councils in centres across Canada.

The Vocational Training Advisory Council includes in its membership representatives of employers, labour, war veterans, women's organizations and vocational authorities. Its function is to assist the Federal Minister of Labour in formulating the policy and administrative procedure in the promotion of vocational education in Canada.

The following members were present: Dr. G. Fred McNally (Chairman), Edmonton; Mr. T. D. Anderson, General Secretary of the Canadian Legion, British Empire Service League, Dominion Command, Ottawa; Mr. L. S. Beattie, Director of Vocational Education for Ontario, Toronto; Dr. F. T. Fahey, Deputy Minister of Education for British Columbia, Victoria; Mr. E. K. Ford, Director of Vocational Education for Nova Scotia, Halifax; Mr. E. V. Gage, President, Byers Construction Co., Montreal; Captain H. G. Gonthier, Past President, Quebec Command, British Empire Service League, St. Lambert; Miss Marion Graham, Saskatoon; Mr. N. C. MacKay, Director of Extension, Department of Agriculture for Manitoba, Winnipeg; Mrs. R. J. Marshall, President of the National Council of Women, Agincourt, Ont.; Mr. G. Poisson,

Deputy Minister, Department of Youth and Welfare, Quebec; Dr. L. W. Shaw, Director of Education for Prince Edward Island, Charlottetown.

Others present included: Mr. J. W. McNutt, Regional Director, CVT, Fredericton; Mr. W. A. Ross, Regional Director, CVT, Regina; Dr. G. A. Frecker, Deputy Minister of Education for Newfoundland, St. John's; Mr. A. W. Crawford, Director of Training and Counselling, Department of Veterans Affairs, Ottawa; Mr. H. W. Jamieson, Superintendent of Educational Training, DVA; Mr. J. A. McLaughlin, Assistant Commissioner of Penitentiaries, Department of Justice, Ottawa; Mr. G. G. Cushing, General Secretary, Trades and Labour Congress of Canada, Ottawa; Mr. H. C. Hudson, Special Placements Officer, National Employment Service, Ottawa; Dr. G. V. Haythorne, Director, Economics and Research Branch, Department of Labour, Ottawa; Mr. R. F. Thompson, Director of Training, Department of Labour, Ottawa; Brigadier J. E. Lyon, Assistant Director of Training, Department of Labour; Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, Ottawa; Dr. J. E. Robbins, Dominion Bureau of Statistics, Ottawa; Major A. E. Wood, Unemployment Insurance Commission, Ottawa; Dr. MacGregor Easson, Ottawa, and Messrs. J. M. Wyatt and H. O. Gudgin, Department of Labour, Ottawa.

Comments by the Minister of Labour

In a brief address at the opening session of the meeting, Hon. Humphrey Mitchell, Minister of Labour said that he thought that the economy of the country depended to a great extent upon men and women who had been vocationally trained and were skilled in the use of their hands as well as their heads. He felt that Canada must provide training for its artisans, inasmuch as the country could not count greatly on an adequate supply of skilled workers

through immigration in the future. For the same reason, he was anxious to see the development of apprenticeship. He stressed the value and importance of co-operation between the Dominion and the provinces in promoting vocational training programs and stated that, as long as he continued to be Minister of Labour, he would take an active and sympathetic interest in the work of the Vocational Training Advisory Council.

Report of the Director of Training

Mr. R. F. Thompson, Director of Training, stated that a total of 134,570 veterans of the Armed Services had enrolled in vocational training courses up to the end of September, 1949. At that date, 195 veterans were still under training, all of them in provincially-operated schools. It is the intention at present, Mr. Thompson said,

EXPANSION OF VOCATIONAL EDUCATION

Vocational education, in the sense of technical and practical training as a basis for gainful employment, is an institution of comparatively recent growth in Canada, and it is still not equally available in all parts of the country.

Under the constitution education is within the jurisdiction of the provinces. The Dominion Government, however, has the responsibility to the country as a whole of ensuring an adequate supply of workers to maintain and increase the output of our industries. This, coupled with a vital interest in furthering equality of opportunity for everyone, regardless of the province in which they live, suggested contributions of Dominion funds to the establishment and upkeep of vocational schools on the general basis of the distribution of the youthful population.

Dominion assistance has been provided under a series of Federal Acts, the first of which was passed in 1913. The latest and most comprehensive of these is the Vocational Training Co-ordination Act, passed in 1942 and amended in 1948. Among its provisions is one authorizing the Minister of Labour to enter into an agreement with any province to provide financial assistance for the development of vocational training up to the secondary school level. Under this section of the Act the provinces and the Dominion entered into Vocational Schools Assistance Agreements in 1945, by which the Dominion was to provide the sum of \$30,000,000, over ten years, for vocational education.

This sum is being distributed in three ways—as an outright grant of \$10,000 annually to each province, as an annual

allotment of \$1,910,000, divided among the provinces in proportion to the size of their populations in the 15-19 age group, and as a special allotment of \$10,000,000 for capital expenditures on buildings and equipment. All expenditures except the outright grant are matched dollar-for-dollar by the provinces.

During the five years they have been in effect, these Agreements have given a marked impetus to the development of vocational school facilities. Projects have been approved for 34 new buildings and for 71 building extensions, while under the annual allotment of the Agreement contributions are being made to 190 vocational schools—37 in British Columbia, 3 in Alberta, 21 in Saskatchewan, 7 in Manitoba, 49 in Ontario, 56 in Quebec, 15 in New Brunswick and one in each of Nova Scotia and Prince Edward Island.

At the beginning of October the total enrolment in Canada in day vocational schools was about 60,000 and in evening classes about 65,000, and both totals are increasing rapidly as new schools are opened. Subjects are taught in about sixty fields, ranging from aeronautics to upholstering and including the building trades, agriculture, commercial work, home economics and service occupations. The funds from the annual allotment are generally used for operating costs such as teachers' salaries, expendable items of equipment and vocational supplies, administrative costs and bursaries to students.

The Vocational Training Advisory Council meets semi-annually to review the progress of vocational education in Canada; and an account of its most recent meeting appears in these pages.

for CVT to pay school charges on behalf of veterans up to June, 1950, after which the Department of Veterans Affairs would probably take over all further payments.

Service Personnel.—The cost of training service personnel (active forces) was being met by refunds from the Department of National Defence on a per capita per diem basis. From the beginning, 892 trainees have been enrolled in these courses, the Director said, and on September 30, 1949, 109 were still under training in New Brunswick, Ontario, Manitoba and Saskatchewan.

Brigadier Lyon, Assistant Director, stated that during the past 12 months, training of service personnel had been carried out only for the Army. Training was given in various building trades and in such army trade classifications as driver mechanic, vehicle mechanic, draughtsman, clerk administrative, radio mechanic, stationary engine mechanic, shoemaker and kitchen organizer. Recently a course in English for French-speaking soldiers had been approved, to commence in the technical school in Three Rivers at the end of November and will continue for 16 weeks. It was stated that the Army was in the process of organizing courses of its own and it seemed probable that the training of service personnel by CVT will end during the summer of 1950.

Mr. Thompson presented a final report on Dominion-owned vocational training equipment which showed that out of total purchases of approximately \$4,000,000, all equipment, with the exception of some \$58,000 had been accounted for. He commended the school administrative officials and the teachers for the manner in which they had taken care of the equipment that had been supplied to them.

New Schools.—It was reported that gratifying progress was being made in the construction of new vocational schools and additions to older ones. The total Dominion payments for the construction and equipment of such schools have been:—

Capital fund for buildings....	\$ 3,715,903.84
Capital fund for equipment....	880,626.55
Annual allotment	6,868,311.32
Total	\$11,464,841.71

Unemployed Workers.—Classes for unemployed workers have been in operation in Nova Scotia, New Brunswick and the four western provinces, Mr. Thompson said. However, the enrolment had been small, the total up to the end of September being 1,872, of whom 424 were in training at that date.

Apprentice Training.—Mr. Thompson reported that there was a growing interest in all the provinces in the training of apprentices, both practical and technical. Pre-employment classes for apprentices had been started in Nova Scotia, New Brunswick, Manitoba and Alberta. The total number of apprentices registered at the end of September, 1949 was given as 10,575 as compared with 10,686 at June 30, 1949.

Apprentice Agreements.—Amendments to the Apprenticeship Training agreement covering pre-employment training had been accepted by seven of the provinces, but pre-employment training so far had been developed only in the building trades, "where great shortages exist, particularly in the trowel and painting trades," Mr. Thompson said. It was stated that the number of apprentices who failed to complete their training had been discouraging. Some of the reasons for this that were suggested were the low wages paid apprentices as compared with helpers and journeymen, the long periods of apprenticeship required for many of the trades, and the probable need for a better screening of apprentices before indentureship.

It was revealed that pre-employment training had been recognized in Ontario and that this training should be extended in a number of vocational schools in the province for the building trades. In Quebec all the arts and crafts schools are available for apprentice training and apprentices are indentured to the union instead of the employer in that province.

The following statement with respect to the registration of apprentices was presented to the Council:—

	March 31, 1948	March 31, 1949	Sept. 30, 1949*
Building trades:			
Veterans	3,866	2,646	1,862
Civilians	2,424	3,039	3,401
Motor mechanics:			
Veterans	2,456	1,772	1,510
Civilians	1,623	2,278	2,631
Other trades:			
Veterans	363	265	241
Civilians	1,159	956	930
All trades:			
Veterans	6,685	4,683	3,613
Civilians	5,206	6,273	6,962

* Saskatchewan registrations are for June 30, 1949.

Guidance Councils.—The CVT Advisory Council approved a resolution recommending to the Minister of Labour that he request the provincial Ministers of Education to lend their support and leadership to the formation of additional guidance and placement councils, wherever they may be required.

Occupational Monographs

Dr. G. V. Haythorne, Acting Director of the Economics and Research Branch of the Department of Labour presented a progress report on the production of occupational monographs, for the use of counsellors in advising students and other young persons in their choices of vocations. Monographs entitled "Careers in the Natural Sciences and Engineering" and "Carpenters" have already been given wide circulation and others on some of the building trades were being prepared, Dr. Haythorne said. The members of the Council were of the opinion that the monographs would prove very useful to counsellors and students alike. It was suggested that monographs on the radio trades and motor mechanics and related trades would be equally useful. It was revealed that the Canadian Manufacturers' Association was interested in having published a job manual covering industrial trades. The Council suggested that Dr. Haythorne investigate the CMA proposal and, if possible, take necessary action.

Youth Training

Dr. L. W. Shaw presented a report for the committee appointed by the Council to study the problem of "student aid". The committee made the following recommendations:—

- (1) that the committee place itself on record as being in favour of the establishment of a revolving loan trust fund at the earliest possible moment in each of the provinces which want it;
- (2) that in view of the fact that the Royal Commission on Arts and Letters is now giving consideration to the whole matter of Dominion-provincial aid to students, the committee recommend that the present agreement (on Student Aid between the Dominion and the provinces) be renewed for a further period of three years.

The Chairman of Council asked Dr. J. E. Robbins, a member of the Royal Commission, to comment on the resolution. Dr. Robbins stated that he did not think the Commission's draft report on student aid would be ready before March, 1950. He thought it would be unfortunate if the present student aid program was interrupted to await the Royal Commission's report.

Dr. Shaw's resolution was approved by the Council.

Vocational Correspondence Courses

Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, presented the report of the Correspondence Course

Committee which met in Ottawa in September with provincially-appointed representatives from eight provinces in attendance.

The committee suggested that the Advisory Council recommend to the Minister of Labour that special provision be made to assist the provinces financially in preparing new courses or in the revision of existing ones. The Council so recommended. The Council agreed upon the terms that would apply to the reciprocal use of courses that originated in any of the provinces.

Report on Vocational Schools

In a report on vocational schools, Mr. C. R. Ford stated that during the past summer 16 building projects had been completed, class-rooms equipped and training programs started. In addition, three other buildings were completed, wherein it had not yet been possible to start vocational programs. Six other buildings were under construction. He pointed out however, that the emphasis was gradually shifting from construction work "to the business of getting vocational programs into operation at new centres".

Mr. Ford made reference to certain "vocational experiments" of interest, such as the three-semester plan that is being tried out by the composite school at Red Deer, Alberta; the attempt to establish vocational agricultural instruction at Kindersley, Saskatchewan, along lines similar to those in operation in some of the schools in New Brunswick. Under this plan, students meet in classes for about five months. They then return to their homes and carry on some form of agricultural project during the next seven months, under the supervision of their instructors. It was announced too, that the Alberta Department of Education had authorized a vocational course in mining to be used in a limited number of high schools.

Vocational Training in Penitentiaries

Mr. J. A. McLaughlin, Assistant Commissioner of Penitentiaries, Department of Justice, presented to the Advisory Council a progress report on the vocational training provided for prisoners in Canadian penitentiaries (L.G., Dec., 1948, p. 1391 and July, 1949, p. 855). The project was undertaken experimentally in two institutions late in 1947. The results obtained in reclaiming prisoners have warranted the extension of the program to other provincial penitentiaries as well as providing instruction in several additional trades.

Mr. McLaughlin was careful to explain, however, that "the penitentiary training program is still in its infancy." Consequently, only a relatively small number of trainees had, so far, been "released into the stream of employment." The total number of graduate trainees, both those released and those still serving sentences up to the end of October, 1949, was 102. Of these 64 were released and of this number 38 were placed in employment in the trade in which training had been given in the penitentiary, eight found other employment, eight did not accept help in getting employment and seven were known to have reverted to crime. This, he pointed out, indicated that some 89 per cent of those trained "have resisted the pull of former criminal ways."

Mr. McLaughlin asserted that "if there are grounds for optimism in the early statistics, then a major share of the credit is due to the placement assistance which has developed with welfare societies, National Employment Service, Directors of Apprenticeship and Apprenticeship Commissions, unions and others interested in the rehabilitation of convicts." He referred specifically to the John Howard Society in

Montreal, the Prisoners Aid Society and the Société d'Orientation et Réhabilitation Sociale and NES, as being "first in the field" and as "doing yeoman service."

In conclusion, Mr. McLaughlin declared that "the job has only started but each year we have gained new friends and supporters whose aid has lightened our task. With their continued help, we are confident of a marked degree of success in our rehabilitative efforts."

Special Reports

Reports were presented to the Advisory Council by Mr. J. W. McNutt, Regional Director, CVT, on Vocational Education in New Brunswick; Dr. L. W. Shaw, Director of Education, Prince Edward Island; describing the vocational school at Charlottetown; Mr. Gustave Poisson, on the General Organization of Specialized Schools in the Province of Quebec; and by Col. F. T. Fahey, Deputy Minister of Education for British Columbia, with respect to the new Vancouver Vocational Institute, its cost, form of administration and the scope of its work.

The Council decided to hold its next meeting in Ottawa on May 22, 1950.

CURRENT LABOUR CONDITIONS *Concluded*

lumber contract and continuing favourable markets for lumber in the United States, the general employment level in the logging industry in this region is not expected to be markedly below that of last year.

Although the steel strike in the United States resulted in some temporary layoffs in the automobile industry, only a small part of the unemployment recorded in recent months can be traced to Canadian strikes. Preliminary reports indicate that during December relatively little time was lost through industrial disputes. No significant strikes likely to involve a substantial number of workers began during the month, and some lengthy disputes were ended.

Three strikes which had accounted for over four-fifths of the total time lost during November were settled by the end of December. Automobile workers in Oshawa, rubber factory workers in Toronto, and lithographers in all but five Toronto firms had returned to work.

Two federal conciliation boards have been appointed in the current railroad dispute. The most important issues are a five-day, forty-hour week, with no reduction in take-home pay, and wage increases ranging from seven to ten cents an hour.

IN BRIEF

Largely as a result of sharply lower prices for eggs, and slight decreases in the price of meat, the cost-of-living index declined fractionally from 161.7 at November 1, to 161.5 at December 1. This marked the fourth successive fractional decline from the August peak of 162.8. . . . For the first 10 months of 1949, immigration was 19.8 per cent below the total for the corresponding period in 1948.

NATIONAL EMPLOYMENT COMMITTEE MEETS IN HALIFAX

Consisting of representatives of employers, workers and other groups, the National Employment Committee reviewed the current employment situation and the work of the National Employment Service, and held a discussion of the functions of employment committees.

In accordance with its practice of holding joint meetings from time to time with one or another of the five Regional Employment Committees, the National Employment Committee met in association with the Maritime Regional Committee at Halifax, October 27 and 28, 1949.

The agenda covered many phases of the current activities of the National Employment Service of the Unemployment Insurance Commission, discussed measures designed to make the work of the Committee more effective, received reports on industrial and employment conditions and dealt with a wide range of resolutions and recommendations sent forward by Regional and Local Employment Committees.

Organization and Duties of Committees

The functions of the National Employment Committee as defined in Section 90 of the Unemployment Insurance Act are to advise and assist the Unemployment Insurance Commission in carrying out the purposes of the Employment Service. The Committee includes in its membership representatives of employers and labour, chosen after consultation with their respective organizations and, in addition, representatives of agricultural interests, women's organizations and welfare groups.

In like manner and for like purposes, a regional committee is established in each of the regions into which the country has been divided for purposes of administering the Unemployment Insurance Act, namely, the Maritimes, Quebec, Ontario, Prairies (with which is included a portion of north-western Ontario) and British Columbia (including the western portion of the Northwest Territories and the Yukon). Where considered advisable by the Unemployment Insurance Commission and when requested by local groups, local committees have been established at centres where there are local unemployment insurance offices.

Attendance Register

The following members of the National Committee attended the meeting in Halifax: Judge W. J. Lindal, Winnipeg (Chairman); Mr. T. D. Anderson, General Secretary, Dominion Command, Canadian Legion, Ottawa (Vice-Chairman); Mrs. G. D. Finlayson, Corresponding Secretary, National Council of Women, Ottawa; Mr. A. R. Mosher, President, Canadian Congress of Labour, Ottawa; Mr. Carl Berg, M.B.E., Vice-President, Trades and Labour Congress of Canada, Edmonton; Mr. J. B. White, Vice-President, The Aluminum Company of Canada, Montreal; Mr. G. S. Hougham, General Manager, Canadian Retail Federation, Toronto; Mr. R. E. G. Davis, Executive Director, Canadian Welfare Council, Ottawa; Mr. Roy Grant, Moncton (proxy for Mr. R. A. Stewart, Executive Member, Canadian Federation of Agriculture); Mr. Ward Stewart, Moncton (proxy for Mr. A. L. Lott, Director, Industrial Relations, Steel Company of Canada), and Mr. E. Norman Mitchell, Secretary, National Employment Committee, Ottawa.

Members of the Maritime Regional Committee who were present included: Judge W. F. Lane, Moncton (Chairman); Miss Leslie Pickett, Coverdale, N.B.; Messrs. R. A. Macaulay and Angus MacLeod, Saint John, N.B.; Messrs. H. Adamson, G. W. R. Myles and Major T. O'Brien, Moncton, N.B.; Mr. J. R. MacDonald, Glace Bay, N.S.; and Mr. J. J. Trainor, Bedford, P.E.I.

Among others who attended were: Mr. C. A. L. Murchison, Unemployment Insurance Commissioner and Mr. W. K. Rutherford, Director, National Employment Service, Ottawa; Mr. R. P. Hartley, Superintendent, Maritime Region, Unemployment Insurance Commission, Moncton; and a number of representatives of the Halifax Local Employment Committee and Regional and Local officers of the Unemployment Insurance Commission.

Preliminary Statements

In a brief introductory address, the Chairman, Judge W. J. Lindal, welcomed the members. He expressed his regret that there was no representative from Newfoundland present and hoped that the matter of representation from Canada's newest province would be dealt with in the near future.

Judge Lane and other members of the Maritime Regional Committee reviewed the work of their committee during recent months and presented brief statements covering the economic, industrial and employment conditions in the Maritimes.

Following a lengthy discussion of the functions of the National, Regional and Local Employment Committees the meeting passed a resolution recommending certain modifications in the functions of the Committees for the consideration of the Minister of Labour.

Older Workers in the Civil Service

Correspondence with the Civil Service Commission concerning age limits applicable to the employment of older workers in the Civil Service was presented to the meeting. It was agreed that the Civil Service Commission was endeavouring in many instances to extend the age limit for entrance to employment in the Civil Service.

After some discussion, a resolution was adopted for presentation to the Civil Service Commission, commending the Commission on the action it had taken in recent months with respect to age limits for persons desiring to enter the Civil Service. The National Employment Committee was of the opinion, however, that there were other categories of employment in the Government that could accept older workers. It was held that the Civil Service Commission was thus in an excellent position to show an example to other employers in the matter of employing older workers.

Problems of Unemployables

A report of the sub-committee on "unemployables" was presented by Mr. R. E. G. Davis, Executive Director of the Canadian Welfare Council. He stated that local employment offices across Canada had reported to the Special Placements Division

of the National Employment Service over 8,000 unplaced, handicapped applicants registered. Of this number only 306 were considered to be unemployable.

Of the latter group, 181 were found to be unemployable because of advanced age, coupled with ill-health or disability. A study of these cases led to the conclusion that very little could be done to obtain employment for them. The Advisory Committee was of the opinion that the small number of unemployables that had reported to local employment offices could not be considered as sufficient to determine the extent of the problem created by them. It was suggested that possibly a survey made by public welfare agencies might give a better indication of the actual number of unemployables. This, however, was considered to be beyond the purview of the National Employment Service.

Moulding Public Opinion

The Chairman, Judge Lindal, expressed the opinion that the Unemployment Insurance Commission had a responsibility in finding jobs for the unemployed and, in some degree, for creating employment where necessary. He stressed the value of the National Employment Committee in creating public opinion favourable to the creation of employment-making projects. While it was admitted that the Unemployment Insurance Commission "cannot manufacture jobs", it can assist by recommending certain action to the government and this can be supported by not only the National Committee, but by the Regional and Local Committees as well.

Technically Qualified DP's

The question of the part that might be played by the National Employment Service in the placement of technically qualified displaced persons from Europe was discussed. The Chairman outlined some of the difficulties that had been encountered in overcoming the objections of professional organizations to the granting of recognition in Canada to qualifications obtained in certain foreign institutions of learning. Some progress has been made, it was stated, but it was decided to defer making definite recommendations until the next meeting of the National Employment Committee, which will be held in Ottawa late in January, 1950.

COLLECTIVE AGREEMENTS IN FRANCE

During recent months one of the factors threatening political stability in France has been the demands of organized labour. French workers have asked the Government to remove wage control, to raise minimum wages and cost-of-living bonuses, and to permit a return to the free negotiation of collective agreements. The Government has been disinclined to grant these requests, citing the danger of a new inflationary cycle.

The following study of the system of forming collective agreements in France under Government supervision has been supplied by the French Information Service, and will help readers of the LABOUR GAZETTE in following recent political developments in France.

The collective agreement is of relatively recent origin, and has undergone, in France, several phases of evolution.

It originated with simple wage schedules, applying to employers in specific trades and particular districts. However, the subject matter of the agreement tended to expand; and at the time of the Second Republic (1848), a real blossoming forth of agreements occurred, specifying various working conditions in addition to wages.

Among these early agreements were the settlements reached between the contractors and the cab-drivers of the City of Paris the agreements concerning the printers of Lyons and Marseilles and those relating to pavers, longshoremen, zinc-workers and stone-cutters.

These agreements, however, were short-lived, and it was not until the end of the 19th century that collective agreements were found again—in the most diverse industries: mines, weaving, metallurgy, docks. The best known were the Arras Conventions, which dominated the history of the coal mines in the Departments of Nord and Pas de Calais for many years.

Prior to 1919 the validity of the collective agreement was not contested, but it was still without legal status. It was then that the legislator made his first appearance, with an Act, dated March 25, 1919.

Act of 1919:

Contractual Nature of Agreements

This Act upholds the contractual nature of agreements relating to working conditions. In principle, an agreement applies only to those who have accepted it voluntarily, i.e., in actual fact, to the signatories, or, where the signatory is a duly authorized

organization, to its members. However, the legislator is already departing, to a certain extent, from the field of individual right. Indeed, he presupposes the application of the clauses of the agreement to the existing relations between a party bound by it and a third party.

This mild innovation was insufficient to satisfy the interested parties. Employers bound by agreements complained of being placed at a disadvantage as compared with those who had retained their freedom. Wage-earners, on the other hand, wanted the terms of the agreement applied to all employers who might hire them. Employers and wage-earners, in effect, concurred in their demand for agreements that would be binding on all parties. Considerable progress was made towards this end through an Act adopted on June 24, 1936.

Act of June 24, 1936:

Legislative Extension of Agreements

This Act upholds the Act of March 25, 1919, but provides a new type of agreement subject to application, through legislation, to those concerned who are not parties to it.

Under its terms, agreements are drafted by joint committees called together through the Minister of Labour or his representative, at the request of an interested union, employer or labour organization. The joint committee is made up of delegates of union, employer or labour organizations which are the most representative of the branch of industry or business for the area concerned. The agreements concerned are subject to legislative extension only if they include a certain number of required clauses concerning the following:—

- (1) Freedom of association and freedom of opinion on the part of the workers;
- (2) Appointment of shop stewards in all establishments employing more than 10 persons;
- (3) Minimum wages by occupation and area;
- (4) Notice of termination;
- (5) Organization of apprenticeship;
- (6) (Act of March 4, 1938.) Conciliation and arbitration proceedings for settling all disputes which may arise between persons who are subject to the terms of an agreement;
- (7) Procedures for the revising and amending of agreements;
- (8) Determination of the time allowed for settling labour disputes;
- (9) (Act of October 11, 1940.) Conditions for applying the prohibition of "black labour".

The Act stipulates that agreements may contain provisions that are more advantageous than those prescribed by current legislation.

The prescribed rule for the extension of agreements consists of an Order issued by the Minister of Labour following the fulfilment of various formalities, and more especially following an advice from the National Economic Council. The Order makes the provisions of the agreement binding on all employers and employees of all occupations and areas under the coverage of the agreement. The extension is made for the duration of the agreement and according to the provisions thereof.

Thus employers' objections based on unfair competition fell through and agreements increased in numbers. From June, 1936, to August, 1939, 5,620 agreements were registered with the Department of Labour. There is no doubt that agreements actually signed were much more numerous. Of the number mentioned above, close to seven hundred agreements were the subject of extension decrees published in the *Journal Officiel*.

During the war, the provisions of collective agreements in force on September 1, 1939, were continued applicable. However, it must be noted that wages, which constitute the fundamental issue of the agreements concerned, were the subject of special legislation under the terms of Orders in Council of November 12, 1938, October 27 and November 10, 1939. The last mentioned, while freezing wages at their level of September 1, 1939, suspended all action on the subject by the interested parties: wage rates could henceforth be modified only through legislation.

The Post-War Situation

The policy of collective labour agreements was completely revised by an Act of December 23, 1946.

From the beginning of hostilities (1939), wages and working conditions were determined by order of the Minister of Labour by virtue of powers conferred upon him for the duration by the Order in Council of November 10, 1939. This policy, after being extended several times after the Liberation, was due to expire on December 31, 1946. A new policy was consequently necessary under which working conditions and wages could henceforth be discussed and determined.

What were the needs facing the legislators in this respect?

On the one hand, the advisability of reverting to free negotiation of collective agreements between the most representative organizations of employers and wage-earners could not be questioned, and this would symbolize in a way, the return to freedom after the Liberation. Besides, conscious of their responsibilities and the part they were called upon to play in the nation's recovery, the trade unions were calling for a return to free negotiation of working conditions and wages between the parties concerned.

On the other hand, however, the requirements of economic recovery and the application of the modernization and equipment plan appeared to require the State to direct, for years to come, the essential working of the economy.

Faced with a necessary price control policy, it did not seem advisable to the legislator to allow wages to find their own level freely in terms of the labour market and the classic interplay of economic forces. In fact, in an economic system where price control had been insufficiently effective, the rise in wages would have brought to labour only an illusion of nominally high wages, which would have been quickly dispelled by a greater rise in the cost of living, itself, engendering further inflation.

It was likewise advisable to maintain a sound relation between the wage scales of various occupations so as to prevent labour from being attracted to non-essential occupations with more favourable economic conditions, at a time when labour shortage was one of the most serious impediments to the carrying out of the modernization and equipment plan. In order to control wages, the State therefore resolved to remain in control of the distribution of the labour force, which can be attracted with certain concessions to sectors of the economy considered essential at a given time.

Act of December 23, 1946: Government Supervision of Agreements

In view of these various considerations, it was decided to adopt a new procedure for the negotiation and ratification of collective agreements and to set two periods of transition intended to ensure the changeover from wartime policy to normal peacetime policy while taking into consideration general economic conditions. The first of these two transition periods is over, and the second period is still in effect.

1. During the first period, subject to their containing no provision on wages or minor wage benefits, collective agreements could become effective immediately.

Wage orders continued in force. However, all new wage orders issued by the Minister of Labour must be referred to a Superior Board of Collective Agreements established by the same Act.

2. During the second period of transition, to be terminated by legislation, wages are fixed by orders adopted on the proposal of the Minister of Labour and the Minister of National Economy, after advice from the Superior Board of Collective Agreements. These orders establish:—

- (a) The minimum wage applicable to the lowest paid wage-earning or salaried employee of normal capacity;
- (b) The rules governing the grading of occupational categories;
- (c) The conditions for fixing maximum average wage rates for the purpose of fixing prices.

Collective agreements must conform, as regards wages, to these orders. Only when this second period of transition has expired may collective agreements again set labour and wage conditions without limitation.

However, considering the changes in the very structure and operation of the national economy since the war, the legislator has intended to build a more methodical collective agreement system, one which will, in fact, result in the establishment of real occupational codes.

To this end, he has repealed the provisions of the 1919 Collective Agreement Act, and has provided that no regional, local or company collective agreements may come into being until national collective agreements have been signed and put into effect, and that their provisions shall not run counter to those of the national collective agreements.

Furthermore, due to the increasingly statutory nature of the new collective agreements, which will apply to all establishments in a given profession or industry, they may henceforth come into effect only after approval by the Minister of Labour.

The procedure for drawing up national agreements is through joint committees, which are convened by the Minister of Labour. The joint committee is made up of delegates from organizations of employers and employees which are the most representative of the branch of industry concerned and of the whole area. If the committee fails to agree, the Minister must intervene, upon request of one of the parties, in order to help towards the settlement of the dispute. When conciliation appears to be impossible, an order under the form of a public administration ruling, issued after consultation with the employer and employee organizations, temporarily sets the wage rates and working conditions of the branch of industry concerned.

National agreements must carry clauses concerning: freedom of association and freedom of opinion; hiring and dismissal conditions; notice of termination and vocational training. They may also carry optional provisions concerning: staff delegates, production committees, general conditions with regard to the payment of piece-work, premiums for seniority and attendance, for risks and unhealthy working conditions, compensation for transfers and paid holidays.

Regional or local agreements are signed with a view to adopting the national agreement to the particular working conditions of the region or locality. They can only be negotiated following previous intervention of the national agreement for the relevant industry; they are also drawn up in joint committees, but the representative character of the signing organizations is not, in this case, the whole of a territory, but simply the area or locality concerned.

Company agreements are limited in scope to one or more establishments; they may be signed between an employer or a group of employers, on the one hand, and delegates from the unions which are the most representative of the establishment or establishments concerned, on the other hand. These agreements set, within the limits prescribed by national, regional or local agreements, the working conditions of the establishment, and more particularly the conditions of hiring and dismissal, the definitions and classifications of the occupations peculiar to the establishment concerned, the conditions for assigning and the method of calculating individual and collective incentive bonuses.

The Act achieves an innovation with the question of a Superior Board of Collective Agreements. This Board is called upon to give its advice to the Minister of Labour concerning the collective agreements which are submitted for its approval, considering

in particular whether they are compatible with the prices policy, and it may suggest to the Government any measure tending to increase purchasing power within the limits of this Governmental policy.

Such are the essential characteristics of the present Act concerning collective labour agreements, which proposes to take into account at the same time social and economic requirements and the reconstruction of the economy, and to permit an increase in the real purchasing power of the workers by giving them every possible benefit from reviving production.

To summarize, the Act of December 23, 1946, brings, on the one hand, a return to the free determination of working conditions by representative organizations and, on the other hand, the repeal of the war-time system which was exclusively State-controlled and which had been in force since 1939. However, the Act keeps the important question of wages outside the scope of the Act for the time being. Wages will still be controlled as during the war, in accordance with the provisions of the Order dated November 10, 1939, and subsequent documents, that is through Orders in Council.

Conclusion

The progressive decontrol of prices has created in the country a parallel tendency in favour of a return to the free determination of wages, that is, a return to the possibility of determining wages as before

the war, by collective agreements. The question is being brought to the attention of the public by labour organizations and political parties. Draft bills have been tabled in Parliament promoting, under various forms, a revision of the stipulations of the Act of December 23, 1946, and more particularly the ending of the transition period.

The system of graded agreements under the Act of 1946 (national, regional and local) is also being questioned in some quarters.

The drafting of elaborate national agreements to serve as a basis for the whole structure planned by the legislator has proven to be a heavy task. As the various difficulties encountered automatically affect the whole nation, they are obviously harder to solve than those that may be encountered in the drafting of a local agreement. The number of agreements and of additions thereto which have so far been approved by Order in Council, under the Act now in force, is very small.

The question arises whether trade organizations should not be again allowed to conclude local agreements in a specified occupation even before the national agreement in that occupation has been concluded.

The question of collective agreements, with regard to their general status and the method under which they are drafted as well as the subjects they may deal with, especially wages, is therefore more than ever a question of present interest.

WORKMEN'S COMPENSATION UNDER REVIEW IN THREE PROVINCES

Workmen's compensation legislation has been the subject of inquiry in three provinces during the autumn.

Hon. W. D. Roach of the Supreme Court of Ontario and Chief Justice Gordon M. Sloan of British Columbia were appointed special Commissioners in their respective provinces to conduct inquiries and to make recommendations with respect to the revision of the two provincial Acts.

In Saskatchewan, an amendment to the Compensation Act of that province, passed more than three years ago, provided for the naming of a Committee of Review to study matters pertaining to the Act and its regulations every four years. This year the Committee of seven members met for the first time under the Chairmanship of Mr. O. W. Valleau.

Briefs were submitted to these courts of inquiry in each of the three provinces by the respective Provincial Federations of Labour (CCL) requesting various changes designed to "liberalize the Acts." The LABOUR GAZETTE has also received information concerning a brief presented to the Saskatchewan Committee by a group of TLC labour councils.

Ontario Federation of Labour (CCL)

The Ontario Federation, in its submission to the Commissioner, Justice W. D. Roach, made the claim that "there are certain limitations (in the Ontario Compensation Act) that should be removed," as for example, florists, wholesale and retail mercantile business, junk yards and busi-

nesses with fewer than six workmen in some cases, or fewer than four workmen in others. It was urged that "all employers, regardless of size," including farm hands and domestics, be brought under the Act.

Referring to the matter of compensation, it was held that neither sixty-six and two-thirds per cent of average earnings at present used as a base, nor the proposed seventy-five per cent were adequate. The claim was made that under the present plan an injured workman was forced to accept a reduced income at the very time, more income, rather than less, is needed. It was claimed further that "the employer is responsible for whatever happens to his employees." For these reasons, "the request of labour for one hundred per cent compensation for time lost due to accidents and industrial diseases is reasonable and necessary." It was urged, too, that the maximum rate of average earnings on which compensation payments are computed cause injustices to workers in the higher wage brackets. "The complete abolition of any ceiling on the amount of wages on which compensation is payable," and also of the initial "waiting period", was recommended.

A plea was made for an upward revision of pensions that have been awarded to disability pensioners, in view of the increase in the cost of living in recent years. In addition, it was suggested that such pensions should be adjusted periodically, so as to keep them "in line with broad changes in living standards in the Province."

Recommendations covering other features in workmen's compensation legislation included:—

- (1) pension payments to widows and foster mothers "in the same manner as are total disability payments. . . ;"

- (2) increases in compensation benefits payable to dependent children;

- (3) proof that a worker's injury was due to his "wilful and intentional action" before compensation is denied;

- (4) making obligatory the payment of "the whole cost of the accident or illness at double the rate" in the case of minors who have been illegally employed;

- (5) retention in the present Act of the provision that "deals with the compensation for accidents occurring beyond the borders of this Province (Ontario), but in the course of usual employment;"

- (6) opposing the inclusion in the Act of a "merit rating" for employers;

- (7) that benefit claims be computed on average earnings for the four weeks immediately preceding the accident;

- (8) prevention of the practice of some employers in compelling injured workers

who are not confined to bed to report for work, "especially when reporting to the plant may aggravate their injuries;"

- (9) making it compulsory to conduct chest examinations of workmen "in all industrial plants" at least once in every two years and at the employers' expense, to check on dust exposure and as a preventive of silicosis;

- (10) the inclusion of a clause in the Act providing for an increase in number of factory and mine inspectors, and a general tightening up of the inspection system;

- (11) opposing appeals to the Courts from the decisions of the Compensation Board;

- (12) opposing any increase in the number of medical members on the Board;

- (13) amalgamation of Schedule 1 (covering private business undertakings) and Schedule 2 (covering public and semi-public enterprises).

Saskatchewan Federation of Labour (CCL)

The Saskatchewan Federation of Labour (CCL) in its brief submitted to the 1949 Committee of Review, stressed labour's demands for 100 per cent compensation, increased pensions for the dependents of workmen who had been fatally injured, the extension of coverage to include "all possible groups" of workers and the perfecting of measures for the prevention of accidents.

The brief cited many reasons why an injured workman's income should be at least as high as "when he is well and working on the job." It was urged, therefore, that the present 75 per cent level of compensation should be increased to 100 per cent of the injured workman's wage rate, and that the restriction on the payment of compensation to workers disabled for three consecutive days or less should be removed. For similar reasons, it was claimed that 100 per cent compensation should be provided for injuries resulting in completely permanent, or partly permanent incapacity. In support of the claim in the latter case several "hypothetical examples" were given to illustrate the alleged insufficiency of the pensions paid.

With respect to the monthly pension payments to widows and dependents the "CCL unions believe that the floor of \$50 for widows' pensions should be raised to \$75 per month, with a further payment of \$25 per month for each child up to three in a family." The children's pensions, it was held, should be continued until they reached their majority and not discontinued at age 16.

While admitting that progress had been made in recent years in the extension of coverage for more classes of workers, it was felt that "coverage should be as universal in Saskatchewan as it is possible to make it."

It was suggested that compensation be paid workers injured while going to, or returning from work. This was, it was asserted, especially necessary for workers in the transportation business.

The schedule of occupational diseases for which compensation was made was, it was asserted, too restricted, and should include any illness traceable to working conditions. If the Committee of Review decided that it could not recommend so general a coverage, it was requested that the Compensation Board be given greater discretionary powers in the adjustment of such cases.

The brief declared that the Federation heartily supported "genuine measures which will reduce accidents," such as a more efficient inspection service, "to root out accident hazards and create safety in industry." Changes were suggested in the methods followed in setting up advisory committees in industry with a view to obtaining better co-operation between employers and employees.

It was urged that the word "disability," replace the word "accident" wherever the latter is used in the Act, inasmuch as "disability" included not only accidents, but ailments and disabilities "which cannot actually be called accidents."

The suggestion was made that the Act be amended to provide for the replacement of workers' glasses, glass eyes, etc., which were broken or lost in accidents.

British Columbia Federation of Labour (CCL)

The British Columbia Federation of Labour (CCL) in its memorandum submitted to Commissioner Mr. Justice G. M. Sloan, registered several complaints concerning the administration of the Workmen's Compensation Act in that province.

In the first place attention was drawn to the alleged lack of comforts and conveniences for injured workmen and women at the Compensation Board headquarters. It was suggested that new, properly equipped quarters be arranged for as soon as possible.

Complaint was made of the procedure followed in the presentation of grievances. It was asserted that at present, claimants who feel that they have a grievance, present their cases in person, or with the assistance

of union officials, to a single member of the Board who relays the grievance to the full Board. It was urged that in the event of an adverse decision, the claimant should be given the right to present his case to the full Board and to hear the evidence against his claim.

It was asserted that there were too many delays in the payment of compensation claims, the reason being attributed generally to the failure of medical men to submit reports regularly. The suggestion was made that the Compensation Board devise ways and means of penalizing physicians who offend in this regard. It was urged, too, that when an injured workman required treatment by a specialist, the workman should have the right to choose the specialist and not be compelled to accept treatment from the Board's appointee.

In view of "the rapid increase in the cost of living since the lifting of wartime controls," the Federation asked that special consideration be given to wholly and partly disabled workmen's compensation pensioners whose pensions had been awarded prior to 1946. This consideration, it was claimed, was especially needed by such of these pensioners as were unable to supplement their incomes and by orphan children of industrial fatalities.

It was proposed that pensions paid to permanently and totally disabled workmen should be 100 per cent of their average earnings, instead of the present rate of sixty-six and two-thirds per cent, with the minimum compensation being fixed at \$25 per week, instead of \$12.50 as at present. In addition, the Federation believed it advisable to eliminate the ceiling of \$2,500 upon which maximum pensions were based, as such a restriction placed a hardship on workmen, who through their superior skill and experience, had been receiving wages in excess of the ceiling.

It was suggested that the monthly payment made to a dependent widow, or an invalid widower, with or without children, should be increased from \$50 to \$100. Further, the allowance for children under 18 years in such cases should be increased from \$12.50 to \$17.50 per month, to be continued after age 18 for children desiring to complete their education. This was justified, it was asserted, by the increase in the cost of living, increased productivity of workmen and greater financial returns obtained by industry.

The daily subsistence allowance to injured workmen undergoing treatment "in a place other than the place wherein he resides" should be increased from \$3.50 to \$4.50, the Federation claimed.

In cases of permanent partial disability, it was suggested that compensation to the injured workman should be increased to 100 per cent of the difference between his average earnings before the accident and the average amount which he earns, or may be able to earn, in suitable employment after the accident.

The deletion from the Act of the six weeks' limit on the payment of compensation following operations for hernia, was urged, inasmuch as "few workmen, particularly those employed in heavy labour, are fit to return (to work) within six weeks."

The Federation recommended that the Act be amended "to include blanket coverage of all accidents and all industrial diseases for all workmen." It was suggested further that the Safety Inspection staff be strengthened and that the use of safety devices and conditions in all industries be strictly enforced.

Saskatchewan Trades and Labour Councils (TLC)

On behalf of the Trades and Labour Councils (TLC) of Regina, Moose Jaw, Saskatoon and Prince Albert, officers of the Regina Council presented a brief to the Workmen's Compensation Board of Saskatchewan early in November.

At the outset, the delegation declared that the Workmen's Compensation Act was designed to recompense workmen injured in industrial accidents for loss of wages and medical and other expenses incurred to bring about full recovery. In the event of the recovery being incomplete, compensation should be provided to enable the injured worker to maintain his customary standard of living. Should death follow as the result of an accident, a monthly pension should be paid to dependents of the worker.

The delegation requested that the basis of compensation should be increased from 75 per cent of the injured worker's average income to 100 per cent. This, it was asserted, was necessary inasmuch as the injured worker's expenses would probably be heavier following his injury and, too, it would be impossible for him to meet any financial obligations he might have assumed

before his injury, if his income was cut by 25 per cent. Consequently, payment of full compensation was urged until such time as full employment could be resumed in his regular occupation.

The practice in many instances of having medical officers certify that convalescing workmen were fit for light work, so as to have the compensation reduced, was viewed with disfavour by the delegation. It was asserted that in the majority of cases lighter work was not available. If, however, lighter work was obtained that the worker was able to do, it was held that sufficient compensation should be paid to maintain the worker's income at the pre-accident level. The suggestion was made that no individual should receive less compensation than the amount provided by workers under minimum wage legislation.

Referring to the question of coverage, the delegation asked that the Act be extended to cover all workers from the time they left their homes for work until they returned to their homes, and also for all of the time they were working with property belonging to their employer. In the case of a minor who sustained a permanent, or partly permanent, disability his compensation should be revised when he became of age to a basis paid in similar cases to older workers.

The delegation requested that in all cases where an unmarried son or daughter was killed in industry, a sum of at least \$1,500 should be paid into a fund for the benefit of the parents, whether or not the parents were dependent on the deceased son or daughter at the time of the accident. Should the parents, or other relatives, be dependent the money should be paid to them at once.

It was pointed out that workers incapacitated through the loss of an eye were often unable to obtain employment, as employers feared such workers would be more likely to meet with an accident. It was suggested, therefore, that in the event of a worker losing one eye, the Government should relieve the employer by paying all costs over \$50 and thus make it easier for such a worker to obtain employment.

Among other things, the delegation asked that the word "injury" be substituted for the word "accident" wherever the latter appears in the Act; that there be an upward revision of the monthly payments to widows; that there be increased allowances for funeral expenses; and that compensation payments by the Board at regular intervals be made compulsory.

LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS IN SASKATCHEWAN

Late in November, delegations representing unions affiliated with the Canadian Congress of Labour and the Trades and Labour Congress of Canada, presented their legislative proposals to the Government of Saskatchewan. Summaries of these proposals appear below.

Saskatchewan Federation of Labour (CCL)

Extensive changes in provincial legislation affecting labour were requested by a deputation from the Saskatchewan Federation of Labour (CCL) in its annual presentation to the Government of the province on November 29, 1949.

Before proceeding with its submission, the deputation reminded the Government that a total of 81 unions and labour councils in Saskatchewan were affiliated with the Federation. These, it was stated, had a total membership of roughly 10,000 and were bargaining agents for employees in a wide variety of trades and industries. It was further explained that the requests to be made were based on resolutions passed at the provincial convention of the Federation held earlier in the month.

Hours of Work Act and 40-Hour Week.

—It was held that a number of exemptions under the Hours of Work Act should be eliminated. "Especially in the 83 town areas," it was urged, "that the usual requirements in the Hours of Work Act, namely, time and one-half payment for overtime beyond eight hours per day and 44 hours per week, be instituted immediately."

The deputation reiterated a previous request that the application of labour regulations covering hours of work should be made uniform throughout the province. It was claimed that the present lack of uniformity not only discriminated against and caused hardship to a large number of urban businesses in the province, but also failed to protect labour in a considerable number of communities. It was submitted that the need for the 40-hour week with no deductions in take-home pay "was becoming more apparent than ever" and should be initiated "in a time of relative prosperity in order to avoid the worst effects of depression." If, however, the Government considered the present time inopportune for bringing in the 40-hour week, it was urged that enabling legislation be enacted to make it possible for the Government to implement the reduction in

hours of work whenever economic conditions warranted such action.

Minimum Wage Act and Orders.—The Federation commended the Minimum Wage Board for extending its Orders "to a further 83 towns and villages in the Province," but expressed the hope that the Government and the Board would decide upon a general application of the Regulations in 1950.

Asserting that the expressed object of the Minimum Wage Act was to provide wage rates "to furnish the necessary cost-of-living to employees," the Federation was of the opinion that a minimum wage rate of 75 cents an hour should be established throughout the province. The Government was requested to set up a Committee to study the Act with a view to "plugging the loopholes," which, it was alleged had been taken advantage of by "certain employers and their hirelings."

The deputation suggested that "a committee of the Federation meet with a committee chosen by the Government" for the purpose of detailed study of alleged defects in the Minimum Wage Act.

Legal Injunctions.—It was claimed that certain employers had continued "to use injunctions as a weapon against trade unions on strike." The Government was asked, therefore, "to broaden the 1949 amendment to the King's Bench Act by terminating the jurisdiction of the Courts to grant an injunction, whether interim or permanent, and secured *ex parte* or otherwise, against a trade union or employee in any dispute involving an employer and one or more of his employees, or a trade union representing such employees."

Workmen's Compensation Act and Regulations.—The Federation repeated requests it had already submitted to the Workmen's Compensation Board (see p. 40).

Fair Wage Act.—The enactment of a provincial Fair Wage Act was asked for, to be administered by a Board having equal

employer-employee representation. The proposed Board, it was suggested would (1) create "fair wage floors" in the trades and industries; (2) assist in stopping unfair business competition resulting from low wages; (3) prevent sub-standard wage rates.

Hospitalization and Medical Care.—The delegation urged that legislation be provided for the collection of hospitalization taxes (or assessments) on a payroll deduction plan, "similar to the method employed by the Federal Government for the payment of income tax."

Housing.—The provincial Government was requested "to explore the amendments to appropriate legislation respecting federal housing, with a view to making more homes available to the citizens of this province. . . ."

Government Contracts.—It was asked that "in future all Government contracts and work be handled by existing bureaus or corporations wherever possible and the present method of tendering this work be abolished."

Enumeration—City Act.—Weaknesses were claimed for current methods of compiling municipal voting lists and the Government was urged to amend the City Act to provide for regular door-to-door enumeration of voters at the expense of the municipalities.

Provincial Executive Committee (TLC)

Led by Chairman W. Browne and other members of the Provincial Executive Committee (TLC), a large delegation from international unions and members of trades and labour councils in the province, presented a legislative memorandum to the Government of Saskatchewan on November 30.

The following members of the Cabinet received the delegation: Hon. C. M. Fines, Acting Premier; Hon. C. C. Williams, Minister of Labour; Hon. J. W. Corman, K.C., Attorney-General; Hon. J. A. Darling, Minister of Public Works; Hon. W. S. Lloyd, Minister of Education; Hon. J. H. Sturdy, Minister of Social Welfare; and Hon. L. F. McIntosh, Minister of Municipal Affairs.

The delegation commended the Government for amending the Trade Union Act and for the inauguration of health services that it was felt would be an important step in social progress.

Appreciation was also expressed with respect to the Government's policy requiring all Provincial Government Departments and Crown corporations in the

Highways.—The Federation favoured an extension of the program providing for the hard-surfacing of main roads from the United States border and connecting the main cities of the province.

The Government was urged to inaugurate a general safety program to prevent traffic accidents. Among the "obvious measures" which, it was suggested might be included in such a program were: (1) providing driving tests to prove that applicants for drivers' licences were properly qualified drivers and had no physical defects that would interfere with safe driving; (2) the use of safety-demonstration vehicles; (3) the adoption of uniform traffic regulations throughout the province.

Other Suggestions.—Other matters presented by the deputation were considered to be mainly under the administrative jurisdiction of the Federal Government, but the provincial Government was urged to give its support to the Federation in obtaining the desired action. These included: unemployment relief; works projects; extending the coverage and increasing the benefit payable under the Unemployment Insurance Act; the abolition of the Winnipeg Grain Exchange; and keeping a close watch on the effects of currency devaluation, "with a view to taking all possible action in overcoming any adverse effects occasioned by it."

province to purchase goods and engage services from establishments having collective bargaining agreements with *bona fide* trade unions; and also that all contracts for services, etc., shall stipulate that only Union labour shall be employed and Union conditions of employment prevail.

Trade Union Act.—Although certain objectionable features in the Trade Union Act had been corrected, still further amendments were again requested. In the first place, it was asked that the employment of legal counsel should not be permitted by either party to collective bargaining negotiations or for making representations before the Labour Relations Board, except when agreed to by both parties. It was asked too, that "employee" be defined in the Act as "one employed to do skilled, or unskilled, manual or clerical or technical work, but does not include any other person who, in the opinion of the (Labour Relations) Board is employed in a confidential capacity in matters relating to labour relations."

The delegation requested that provision be made in the Trade Union Act covering

cases in which a business or an industry is sold, leased or transferred, requiring that the sale, lease or transfer be made subject to the terms of any collective agreement that is in force at the time of the transaction.

Minimum Wage Board.—Discussing orders of the Minimum Wage Board, the delegation reiterated previous requests that split-shifts be abolished and that the spread where eight hours are worked be not more than ten hours. It was also asked that the public holiday clause in all orders of the Minimum Wage Board be made applicable to all employees on the same basis, namely, time and one-half. Other requests included provision that no employee shall be charged for breakages or replacements and that the Flin Flon area of Saskatchewan be included in Minimum Wage Board Orders.

Fair Wage Act.—The delegation contended that the time was opportune for the Government to consider the enactment of a Fair Wage Act to replace the present Minimum Wage Act and Orders thereunder. It was held that such an Act should make provision for (1) fair wages in industries and trades; (2) the granting of authority to set such wages after consideration of all representations made by those concerned; and (3) that the Board set up to administer the proposed Act should be composed of five members—two representing employers, two representing employees and a neutral chairman.

Hours of Work Act.—It was requested that all workers in Saskatchewan be brought under the provisions of the Hours of Work Act; that the 40-hour week be instituted, with no exemptions for such workers as milk-delivery salesmen, lay employees in hospitals and fire fighters not covered by the three-platoon system; and further, that the Act be made applicable to all communities with populations in excess of 300.

Holidays-with-Pay Act.—The delegation asserted that experience with the Holidays-with-Pay Act in Saskatchewan had shown that the present system of collection of holiday funds from employers had not been satisfactory and that the main purposes of the Act were being held in check in many cases. It was recommended, therefore, that a holiday-with-pay stamp system be instituted similar to that in force in some of the other provinces.

Old Age Pensions.—The following amendments to the Old Age Pensions Act were requested: (1) that the pension age be reduced to 65 years for male persons and to 60 years for female persons; (2) that the Act be made applicable to all citizens

on a contributory basis; (3) that the only residential qualification necessary be 15 years' residence in Canada; (4) that no deduction be made on account of other income; (5) that the same pensions be made available to the blind at 18 years of age and also to the totally disabled; (6) that the practice of combining the Old Age Pensions Act and the Parents' Maintenance Act be discontinued; (7) that the placing of liens on the homes of pensioners be discontinued; (8) that pensions be increased to \$60 per month; (9) that the means test be abolished; (10) that community homes for the aged be established with adequate provision for married couples to live together. It was held that these community homes should be under Federal supervision and that hospital facilities and full medical care be included.

Housing and Rent Control.—The delegates asked that the Government use whatever powers it had under provincial legislation to control rentals in the best interests of the people of the province. If the Government considered it necessary, a fact-finding board, made up of representatives of labour, management and the Government, should be appointed at once to make a study of the problem of rentals in the province, the Board's findings to form the basis of Government action. It was recommended too, that the provincial Government co-operate actively with the Dominion on the low-rental housing plan formulated by the Federal Minister of Reconstruction.

Apprenticeship.—The delegation claimed that the administration of the Apprenticeship Act, as presently constituted, was inadequate. It was requested that the Apprenticeship Board be composed of five members, two of whom were representatives of employers, two of employees and a chairman, all members to be qualified tradesmen. This Board, it was suggested, should have authority to set up examining boards in designated trades. Each of the examining boards should be made up of five members who should also be qualified tradesmen and should be empowered to set examinations and issue certificates of classification and qualification.

Other Suggestions.—Among other recommendations and suggestions made by the delegation were the following: (1) that the Flin Flon-Nipawin highway be completed immediately, as a "most necessary public work;" (2) that the City Act be amended to provide that a ballot cast by a voter in a civic election should be valid if the voter marks his ballot for at least one of

the candidates, but not in excess of the number of vacancies, and that civic employees be not barred from running for any elective office; (3) that the Government increase the number of free scholarships for deserving students and that the education tax be removed; (4) that the Government amend the Hospital Act, so as to relieve disabled industrial pensioners and their families receiving less than \$60 a

month, of certain specified hospitalization fees; (5) that in the interests of public safety, special legislation be enacted covering hours of work, mileage, wages and physical examinations of truck and taxi drivers; (6) that the Industrial Standards Act be amended to provide that if a majority in any trade shall make application to come under the Act, the application shall be granted.

AFL AND CIO HOLD ANNUAL CONVENTIONS

During the fall of 1949, the American Federation of Labour and the Congress of Industrial Organizations held their annual conventions, meeting at St. Paul and Cleveland respectively. The CIO took determined action against Communism among certain of its affiliated unions; the AFL, which has long maintained an anti-Communist position, renewed its opposition to Communism at home and abroad. Both organizations passed a series of resolutions setting forth their policy on various topics of labour interest. The CIO's action in expelling the United Electrical Workers has already been paralleled in Canada by the Canadian Congress of Labour, which had previously taken disciplinary action against the UE.

American Federation of Labour

More than 600 delegates, representing 93 national and international unions, four departments, 44 state branches, 130 central bodies and 57 local trade and federal unions, reported as having a combined paid-up membership in excess of 7,200,000. attended the 68th Annual Convention of the American Federation of Labour at St. Paul, Minnesota, October 3 to 10, 1949.

Political action by organized labour in the United States was a dominant theme considered by the Convention. This was revealed in recurring demands for the repeal of the Taft-Hartley Act, in pointed references to the 1950 Congressional elections, in frequent hostile references to Communism, both at home and abroad, and in the appeals and counter appeals with respect to the union of national labour organizations designed to further labour's political and legislative program.

Presidential Address

President William Green, in his keynote address, called for united action to elect "a liberal Congress which will repeal the Taft-Hartley Act." He pledged a con-

tinuing fight against Communism, full AFL support for a new world labour organization "free of domination by any government," and policies to get additional social legislation passed at the next session of the United States Congress. Mr. Green asserted that one of the problems of the convention was "to determine how our Labour's League for Political Education can develop strength and administrative ability," so as "to elect our friends to the Congress of the United States and bring about an early repeal of that reprehensible law." He declared that the AFL will never "waive our right to demand increases in wages for the workers of the nation" and the restoration of full rights to engage in collective bargaining, "without any restrictions of any kind whatsoever."

To the four freedoms—speech, assembly, religion and press—Mr. Green added "the freedom of contract, to sell across the table all we have to sell . . . under the most advantageous circumstances and the best conditions obtainable." He declared that this freedom of contract is closely inter-related with the economic philosophy of

the AFL. He said that the AFL stands "an uncompromising force around, behind and beside this government against the threat at home and abroad from ideological experimentations. . . . We shall reaffirm our former position of standing steadfastly against the invasion and infiltration of those who represent those 'isms' that mean governmental control and governmental domination of the lives of the individual". . . . "What we want," he said, "is less of government, freedom from government control, freedom to act, freedom to organize, the right to enjoy the liberties to which we are entitled."

Reverting to the workers' right to demand increases in wages, Mr. Green said: "We have never in any official statement said that we had reached the point where we will waive our right to demand increases in wages for the workers of the nation and we are not going to do that. . . . We don't want government boards. . . . We are opposed to government boards setting our wage standards anywhere or any place." The AFL, he declared, "is united as we have never been before. . . . There is no left wing and right wing. We think as one, we walk as one, and we act as one."

Report of Executive Council

Reviewing economic developments during the past year, the report of the Executive Council asserted that the recent business slump in the United States "has been a corrective process, not an industrial depression." It conceded, however, that "for more than four million workers (in USA) it has meant unemployment, and several hundred thousand of them have been out of work longer than the unemployment benefit period, so that their benefits have been exhausted. . . . For business, the recession has meant a 14 per cent reduction in total profits (after taxes) for the second quarter of 1949, compared to the peak 1948 levels, and an 80 per cent increase in business failures."

National Problems.—In a survey of national and international problems during the preceding year the Executive Council stated that "at home, labour's major struggle has been to repeal the Taft-Hartley Act with its un-American discrimination against wage-earners as a group of citizens and its restrictions upon their right to free contract to promote their economic welfare." It declared that "our economy is only now adjusting to more normal production orders with competition developing in buyers' markets. . . . The process of reducing costs to facilitate price declines makes for better management and

more economical production with co-operation between management and labour." It asserted, however, that "profits are still at high levels, some prices have dropped, wage rates and earnings have remained at high levels and the employed labour force (in the United States) is still close to 60,000,000."

It was claimed, however, that "important progress has been made in correcting these maladjustments." Besides a "general downward price adjustment," inventories were in much better balance and production was reported to be rising until it was "close to normal." Worker's "real wages" were more nearly in line with commodity prices and it was recognized that "the corrective process now going on is essential to restore economic health. . . ."

The Executive Council called for a quickening of "devotion and dedication to the cause of labour" as the best defence against "the twin evils" of totalitarian communism and regimentation of the lives of individuals.

World Trade Unions.—In reviewing the past year's activities in the international field, the Council referred to "the relentless fight waged by the AFL against the creation, organization and continuation of the World Federation of Trade Unions," branding it as "the Kremlin's monstrous military espionage agency." The AFL was "highly gratified" that the free trade union organizations "are now ready for a fundamental and sound re-alignment leading to the organization of a genuine world organization of the *bona fide* trade unions," for which the groundwork was laid at a preliminary conference in Geneva in June, attended by 119 delegates representing "some 47,000,000 workers throughout the free world."

Wages, Prices and Security.—The Council held that the time had arrived to campaign for a shorter standard work day and work week. It asserted that a cut in working time "may very well be desirable" as an alternative to higher income, unless both are obtainable through collective bargaining. While admitting that a cut in hours without a reduction in take-home pay would raise unit costs, the Council declared that it was striving for a share in the rising rate of productivity and did not want to cause higher prices. It contended that the wage increases won by affiliated unions in 1949, while possibly smaller than in previous post-war years, brought more benefit to union workers because they had not been offset by price rises.

It was claimed that the benefits provided under existing social security laws were too small and coverage too limited. In regard to health insurance the Federation reaffirmed its support for "a national compulsory health insurance program as the only practical means of meeting the health needs of wage-earners and others in the middle income groups."

Political Action by Labour

Political action by labour was a recurring theme during the Convention. President Truman, in his message to the delegates renewed his pledge to fight for the repeal of the Taft-Hartley Act. He declared that "many additional Americans need the protection of adequate minimum wages, of agricultural price supports, of more and better housing and of greater educational opportunities. . . . Be assured your unions and all progressive Americans will have my full support in rounding out much-needed programs to insure the Fair Deal goal for the benefit of all the people of our nation."

Address by Hon. M. J. Tobin

Secretary of Labour for the United States, Hon. Maurice J. Tobin, predicted at the outset of his address that "if not in the 81st, positively in the early days of the 82nd Congress, there will be a repeal of the Taft-Hartley law." He was confident "that when we have written into the laws of this country a just, a fair and an equitable labour-management law we will then see greater and better labour-management relations than we have seen for quite some time in the past." He thought that "there is a need in the United States of America for a unification of every segment of American labour. I am not going to propose to you any definite recommendation or plan, but I merely say to you that I believe that all labour should band together for the purpose of selling to the American people the contribution that has been made by organized labour down through the years." But "there are many problems yet to be solved in this country," he said. Among those that he enumerated were "a sound health program," the development of the country's natural resources to the fullest possible extent, "the strengthening of the free nations on this side of the 'Iron Curtain'" and "the elevation of the living standards of those in the low living standard areas of the world." In the solution of each of these problems, he asserted, the AFL "can be very helpful."

Senator Humphrey Urges Political Action

Senator Hubert H. Humphrey of Minnesota urged Labour's League for Political Action to intensify its work. He said that effective political participation must go hand in hand with the growth and maintenance of a strong labour movement. "The acid test of its effectiveness will be in the election year of 1950. . . . If the Fair Deal program is to be passed, if the Taft-Hartley Act is to be repealed, if the people of this country are to get the legislation that they were promised, it is the responsibility of the labour movement, of every liberal and democratic group, to forget personal pride and petty differences and to unite behind candidates and around a program between now and 1950," the Senator declared.

Labour and the Marshall Plan

Hon. Paul G. Hoffman, Administrator, Economic Co-operation Administration, paid tribute to the AFL as "one of the very first organizations to understand the vital part the Marshall Plan could play in the winning of an enduring peace." He expressed his gratitude for the support he had received from AFL officials who had been appointed as his advisers in labour matters connected with the European Recovery Program, and presented "a very quick progress report" on the work of his administration in "the development of international peace and security throughout the world."

Addresses by Fraternal Delegates

The fraternal delegate from the Trades and Labour Congress of Canada was Mr. Robert Rintoul, Vice-President of the Calgary Trades and Labour Council and President of the Calgary Civic Employees' Association. In addition to conveying a message of goodwill to the convention, Mr. Rintoul described in some detail the objectives and achievements of the TLC.

Canada's federal labour code, he said, has been copied in some of the provinces, and in other provinces there are "laws governing union recognition and collective bargaining. . . . None of these laws is perfect, but none is repressive. . . . the fundamental rights of unions and union members are, to a large extent protected in all of these laws. It is no small satisfaction to our officers and members to hear Ministers of the Crown reiterate the statement that no Taft-Hartley law will be enacted in Canada," he declared.

Mr. Lincoln Evans, Honorary Secretary of the British section of the International Metal Workers' Federation and Mr. Tom Williamson, M.P., a member of the Anglo-American Council on Productivity brought greetings from the British Trades Union Congress. They sketched in some detail the economic, social and political problems which confront Great Britain and expressed appreciation and gratitude for American assistance in carrying out the austere measures necessary for their solution. In a brief concluding reference to trade unionism Mr. Williamson said: "The free trade union world is faced with a powerful Communist-dominated organization which is committed to propagate an ideological philosophy repulsive and repugnant to those who believe in freedom and democracy. The World Trade Union Organization, launched with sincere enthusiasm four years ago, has failed. . . . Free trade unions, with all their glorious traditions cannot live in the stifling atmosphere of totalitarian confinement. Great responsibility, therefore, rests on the American and British trade unions to rally and organize free trade unions everywhere and in this task our two great organizations will not fail."

Other Guest Speakers

Among the other special speakers who addressed the Convention were: Mr. David A. Morse, Director-General, International Labour Office; Hon. Louis A. Johnson, Secretary of Defence; Mr. Jerry Voorhis, Executive Secretary of the Co-operative League; Oscar R. Ewing, U.S. Federal Security Administrator; U.S. Senators James E. Murray of Montana, George W. Malone of Nevada and John J. Sparkman of Alabama and Mr. Boris Shishkin, Director, European Labour Division, Economic Co-operation Administration.

Resolutions Approved

The resolutions presented to the convention covered a wide range of international and national, social, economic and political problems. Among them were the following:—

Congress of Industrial Organizations

Over 600 delegates representing more than 300 affiliated international, national and state labour union bodies reported as having a combined membership of more than 6,000,000 workers, attended the eleventh annual meeting of the Congress of Industrial Organizations at Cleveland, Ohio, October 31 to November 4, 1949.

Preparations for an all-out battle for the repeal of the Taft-Hartley Act, the issue to be taken to the electors during the election of members for the United States Congress in 1950, if the present Congress failed to take action in the meantime;

Setting the stage for a nationwide "register-and-vote" campaign for the 1950 Congressional election;

Making preparations for a drive to be launched early in 1950 to obtain 1,000,000 new members to commemorate the 100th birthday of the late Samuel Gompers, one of the founders and the first President of AFL;

Urging the U.S. Federal Government to provide the Department of Labour with adequate funds to enforce the new minimum wage at 75 cents an hour;

Pledging full moral and material support in making the new international organization of free trade unions "a most powerful force for peaceful social progress, social justice, human freedom and lasting peace";

Re-affirming the Federations's reliance on collective bargaining as an agency to serve effectively "alike the interests of management, the workers and the public";

Opposing any health legislation that requires the means test in any form;

Urging a continuance of rent controls until the supply of low-priced houses equalizes the demand;

Demanding that the Social Security Act (U.S.) be amended to (a) increase the present contributions of both employers and workers from one per cent to five per cent; (b) include all workers under the Act; (c) lower the age of eligibility from 65 to 60 for both male and female workers; (d) provide minimum benefits of 75 dollars a month;

Promising active support for President Truman's Civil Rights report and program;

Ratifying the Executive Council's action in arranging for regular weekly labour broadcasts over a national radio system.

The paid-up membership of the Federation, as of August 31, 1949, was stated to be 7,241,290 and actual membership approximately 8,000,000.

Election of Officers

President William Green was re-elected for his twenty-sixth consecutive term. Secretary-Treasurer, George Meaney and the entire group of thirteen Vice-Presidents were also re-elected.

The outstanding feature of the Convention was the determined action taken against Communism. This included three important constitutional changes:—

(1) To bar "Communists, Fascists, or their consistent followers" from holding the post of officer or Executive Board member in the CIO;

(2) To give the Executive Board power, by a two-thirds vote, to remove any officer or Board member who follows the Communist party line;

(3) To allow the Board to expel any union for pro-Communist actions.

In accordance with the authority thus granted to it, the CIO Executive Board met, during the course of the Convention and expelled the United Electrical, Radio and Machine Workers of America, which was charged with following the Communist Party line in detriment to its members. The Board chartered a new union, the International Union of Electrical, Radio and Machine Workers, to organize workers in the jurisdictional field formerly allotted to the UE. (Expulsion of the UE has had repercussions in Canada—see p. 8 of this issue.)

The CIO Board also expelled the United Farm Equipment and Metal Workers of America, which had earlier in the year refused to obey an order to merge with the United Automobile Workers and had instead voted to merge with UE.

Finally, it set up trial boards to try nine Board members and ten unions on charges of having consistently followed the Communist Party line.

By resolution, the Convention expressed its support for the Marshall Plan and the Atlantic Pact, and its opposition to aggression, wherever it occurs.

The Convention also pledged the active assistance of the CIO in the formation of a new international federation of free trade unions to replace the World Federation of Trade Unions.

On domestic issues the Convention adopted a series of resolutions calling for improved social security and other legislation, and repeal of the Taft-Hartley Act.

Presidential Address

In his annual report to the Convention, President Philip Murray re-asserted the CIO's interest in the economic, legislative and political progress of the United States, "developed through the democratic process." He attacked Communist leaders in the CIO and charged that the "left-wing program" was promoted by a party interested in the "establishment of a retrogressive dictatorship in our life." He asserted that the CIO's left wing, which "speaks for less than ten per cent of the organization's membership," had "created a dangerous division," which "no self-respecting organization can long tolerate. . . . The CIO has the power to confer affiliation upon labour unions which wish to join our organization; it obviously has the power of disaffiliation of those organizations whose

leaders' policies, statement and actions demonstrate their contempt and their hostility toward our general policies," he declared.

Turning to legislative problems, Mr. Murray expressed approval of legislative advances made by the U.S. Congress, but claimed that greater progress would have been made had it not been for reactionary elements in the Government. He praised the work of the CIO Political Action Committee and predicted that it would play an important role in the Congressional elections to be held in 1950.

President Murray pledged continued support for the European recovery program and criticized "certain American economic interests" for alleged interference in the policies of democratic labour union groups in England, France and other countries. He gave his approval to the new international labour federation to be formally established in London at the end of November. "It offers," he said, "a practical basis for working toward solution of the many problems that confront workers in every section of the world." He expressed his satisfaction that the CIO had been able to have "friendly and harmonious working relations" with representatives of the AFL in establishing the new international labour body.

In an analysis of current economic conditions, President Murray emphasized that "we must refuse to accept unemployment and lost production and, above all, the loss of human dignity as permanent features of our society. . . . We must master the intricacies of the business cycle and build permanent and lasting prosperity for all American people."

President Truman's Message

In a written message to the Convention, President Harry S. Truman declared that the working men and women of the United States have shown "that they place the national interest above any particular interest, even their own." He felt confident that the CIO "will continue to be . . . a dynamic and constructive element in our national life, and that it will co-operate with other groups and citizens and the Government in formulating and supporting farseeing liberal measures to promote the general welfare of all the American people."

Secretary of Labour

Hon. Maurice Tobin, Secretary of Labour, warned the Convention that "organized labour will have to be more active than ever on the political front." He urged labour to get away from factionalism on

State and local levels, so that they could co-operate politically. It was his opinion that "labour united must see to it that the promise to repeal the Taft-Hartley Act . . . will be regarded as a binding commitment by a majority of both houses of Congress."

Mr. Tobin gave credit to labour for its share in having the Fair Labour Standards Act amended to raise the minimum wage to 75 cents an hour. He asserted that this amendment "is a godsend to 'little people' among our wage-earners," as well as being "a bulwark for unions affected by cut-throat competition which comes from plants with low wages" and that it "protects and benefits honest an enlightened management." In conclusion, he said that "American trade unions are their own masters, but only as long as they speak for their members and so long as their members put ahead of all else their support of American institutions."

Address by Hon. Dean Acheson

The Secretary of State, Hon. Dean Acheson, addressed the Convention on the foreign policy of the United States and the contributions that American labour had made to that policy. He pointed out that labour had supplied able personnel from its ranks to assist the Government and that "all of these contributions have been vital to the promotion of our interests."

He described in detail the maladjusted conditions in under-developed countries and the steps that the American Government was taking to raise living standards in such countries. "In the age-old struggle of man with nature for daily bread," Mr. Acheson said "there are many places where the battle is going against him," so that he has "no time or energy to develop the things of the mind and the spirit." It was the purpose of the Government "to aid these people in winning that struggle . . . that they may be free men and not slaves of the State. . . ."

Mr. Acheson contrasted this plan with "the Communist talk of organizing great masses of people in five-year plans. . . . They promise the hungry, distressed people food and material comforts, if only they will accept slavery to the state in return." And to people who have always been miserable "who have never known the protection of a Bill of Rights, these spurious promises sound real," Mr. Acheson asserted.

Other Guest Speakers

A number of other high government officials and leading citizens addressed the Convention, including U.S. Federal Security Commissioner Oscar Ewing; General Omar

Bradley, Chief of the United States armed services; Murray T. Lincoln, of the Ohio Farm Bureau Federation, and Roy Wilkins of the National Association for the Advancement of Coloured People.

Canadian Fraternal Delegate

Bringing greetings from CIO members in Canada, Secretary-Treasurer Pat Conroy of the Canadian Congress of Labour said that Canadian organized labour believed that merely achieving economic security was not enough. "Side by side with the establishment of material progress, we must insist on maintaining the spiritual and individual freedom of every human being," he said. Conversely, he held "that it was not enough to have spiritual, political and individual freedom," if the physical requirements of human beings are not supplied also. Each of these factors must be had in due proportion to lay the foundation for "a healthy community, a healthy country, and a healthy world."

Action Against Communism

The action taken by the Convention against Communism was bitterly opposed by a small minority. However the United Electrical Workers' delegation was absent on the second day of the Convention, and announced that it was withholding per capita tax from the CIO. The Farm Equipment union sent no delegation.

Speaking in support of the Constitution Committee's recommendations regarding Communism, Walter Reuther, President of the United Automobile Workers, declared: "I say brothers, this is a matter of simple decency. You cannot work with people who are dishonest, who are devoid of the elemental simple elements of decency and integrity, and these people by the record prove that they are bankrupt morally and that they are not interested in working honestly and sincerely and constructively with other decent trade union elements."

"We have no choice."

Following is a list of the unions and individuals charged with following the Communist Party Line: International Longshoremen's and Warehousemen's Union and President Harry Bridges; National Union of Marine Cooks and Stewards and President Hugh Bryson; International Fishermen and Allied Workers of America and President J. F. Jurich; Food, Tobacco, Agricultural and Allied Workers Union of America and President Donald Henderson; American Communications Association and President Joseph Selly; United Furniture Workers of America and President Morris Pizer; United Public Workers of America and

President Abram Flaxer; International Union of Mine, Mill and Smelter Workers and President John Clark; United Office and Professional Workers of America and President James Durkin; International Fur and Leather Workers Union (in the last case, the President, Ben Gold, was declared to be ineligible for a seat on the Board as he was an avowed Communist).

Policy on Social Security and Pensions

Two resolutions—one dealing with wages and security, the other with security and other collective bargaining objectives—called attention to the necessity for constant improvements in these factors as part of a full employment program “designed to prevent serious recessions and depressions.” It was held that wage increases and improved security benefits “can and must be paid by corporations without increasing prices.”

Further, the claim was made that “a disproportionately larger share of our national income has been and is going to corporations and business and professional people and a lesser share to wage and salary earners.”

It was stated in the preamble to one of the resolutions that “pensions and health and welfare benefits must be considered an integral part of operating costs solely financed by the employer.” It was resolved, therefore, that such non-contributory programs should be sought by unions in collective bargaining.

On the other hand the Convention also adopted a resolution calling for improved social security to be achieved by amendment of existing legislation.

Taft-Hartley Act

Repeal of the Taft-Hartley Act continued as one of the CIO's major objectives. A resolution was adopted calling for repeal of this legislation and re-enactment of the Wagner Act with improving amendments. “We stand solidly against any

provisions which would impose the use of injunctions to break strikes or which would impinge on other basic principles.”

Other Resolutions

The Convention asked that the U.S. Federal Department of Labour be given a larger appropriation and greater authority in the settlement of labour disputes, manpower problems, unemployment compensation, the setting up of standards of safety and occupational health, guidance of the respective State Departments of Labour, immigration and naturalization and other problems affecting labour.

The Convention urged the support of all CIO affiliates for the Council of Co-operative Development to co-ordinate the efforts of the Co-operative League of the USA and the American labour movement in developing co-operative enterprises.

Other resolutions included demands for:—

- the passage of a Fair Employment Practices Bill;

- legislation that would outlaw poll taxes and other restrictions on the right to vote;

- the setting up by government action of industrial councils “for the application of economic democracy;”

- the enactment of safeguards against racial discrimination in federal appropriations for State aid;

- the extension of rent controls for the period of housing shortage;

- improvements in the Fair Labour Standards Act to provide a minimum wage of at least one dollar an hour;

- loans to housing co-operatives;

- a national unified health insurance plan;

- federal aids for education;

- the extension of the Government's displaced persons' program;

- direct federal regulation of timber cutting on all timberlands;

- farm credits, soil conservation and improvement of rural living standards;

- approval of the St. Lawrence Seaway and Power project;

- the development and maintenance of an adequate United States merchant marine service.

Election of Officers

President Philip Murray and Secretary-Treasurer James B. Carey were re-elected.

INTERNATIONAL LABOUR ORGANIZATION

Of particular interest among the accomplishments of a series of recent ILO meetings, is the adoption of a Model Code of Safety Regulations for Underground Work in Coal Mines, by a tripartite technical conference.

This Code is not a binding document, and does not require the ratification of member governments; it is intended to serve as a guide to those who are working to reduce the heavy toll of accidents in the coal mines of the world.

Problems of "white collar" workers, facilities for workers' recreation, and the protection of mother and child through social security measures, are among other matters dealt with recently by the ILO.

The structure of international standards for labour, built up at ILO Conferences during the past thirty years, will shortly be strengthened by the coming into force—through ratification by member countries—of three recent International Labour Conventions, thus raising to 59 the total of ILO Conventions that are in force.

Model Code of Safety Regulations for Underground Work in Coal Mines

A model code of safety regulations for underground coal mining was approved in September by a tripartite technical conference convened by the ILO.

The code consists of twenty-four chapters and close to a hundred regulations. It is not a binding document, and does not require ratification by governments as do ILO Conventions. It is "designed to be of service to all who are working to reduce the heavy toll of accidents in the coal mines of the world".

Following its submission to the ILO Governing Body, it will be distributed throughout the world for the guidance of governments and the coal mining industry in the framing of safety measures.

The project of preparing a safety code for coal mines was originally undertaken by the ILO in 1938, but was interrupted by the war. It was resumed early in 1949 by a committee of experts nominated by seven governments. This committee, on which Canada was represented by Mr. John Crawford, Chief Inspector of Mines for Alberta, reached agreement on most provisions for inclusion in the code, and thus made it ready for submission to the tripartite technical conference. Subsequently a small group of specialists qualified to deal with electrical questions revised the electrical provisions of the code.

More than 60 government, worker and employer delegates attended the tripartite technical conference, representing the following fifteen countries: Belgium, Canada, Chile, China, Czechoslovakia, France, India, Italy, Mexico, Netherlands, Norway, Poland, Turkey, the United Kingdom and the United States.

The Canadian Government representative was Mr. J. F. MacKinnon, of the London, England, office of the Department of Labour, while Mr. W. A. MacIsaac of Glace Bay, N.S., Provincial Inspector of Electricity for the Nova Scotia Department of Mines, was his technical adviser.

Mr. F. W. Gray of Victoria, B.C., formerly of the Dominion Steel and Coal Corporation, represented employers; while Mr. Freeman Jenkins of Glace Bay, N.S., President of District 26 of the United Mine Workers of America, was the workers' representative.

Mr. A. M. Bryan, Chief Inspector of Mines of the United Kingdom and also the Government delegate for U.K., was unanimously chosen Chairman of the Conference acting in that capacity competently and with general acclaim. Mr. Bryan had been a member of the Committee of Experts which met in January.

Commentary on the Model Code

The need for an international model code of safety regulations in coal mines is set forth by the International Labour Office in its commentary on the draft of the code.

"It is a well-known fact," the Office points out, "that in all countries with a coal-mining industry the accident risk in the coal mines is far higher than in any other major industry. That this should be so is not surprising in view of the conditions under which coal mining has to be carried on. Unlike nearly all other industries, the coal-mining industry has to contend with a series of natural phenomena, such as the occurrence of harmful and explosive gases, falls of ground, inrushes of water, etc., that are extremely difficult to guard against.

"Moreover, accident risks in coal mines are exceedingly numerous and spring from an immense variety of sources. An explosion, for instance, may be caused by sparks produced by picks or coal-cutters striking pyritic enclosures in the coal, by a badly fired shot, a defective flame-proof enclosure, a broken lamp, spontaneous combustion of the coal; a man may be killed or injured by falling rock or coal, by runaway tubs, collapsing props, a descending cage and so on.

"It is no wonder, therefore, that coal-mining safety regulations are found everywhere to be both voluminous and minutely detailed. In spite of their bulk and complexity, however, they do cover much the same ground. This similarity of range can be explained by the fact that, while physical and technical conditions differ from country to country, from district to district, and even from mine to mine, the main groups of accident causes are seen to be everywhere the same—falls of ground, haulage, firedamp and coal-dust explosions, falls of persons and objects, etc. Thus all regulations contain provisions respecting ventilation, explosives and shotfiring, haulage, travel, winding, gases, lighting and electricity, to give a few examples.

"In fact, the regulations in force in the various coal-producing countries differ not so much in their scope as in what might be called their make-up. Some contain detailed and up-to-date provisions on certain matters, and others on other matters, according perhaps to the particular conditions prevailing in each country when the regulations were drafted and also to the views taken by the experts responsible for their preparation.

"On the whole, there may be held to be a sufficient degree of uniformity in these various national regulations to justify an

attempt to improve them by a combined effort on the part of the countries concerned through the International Labour Organization."

The code is intended, the Office explains, not as "a mere catalogue of abstract principles," but as far as possible as a set of practical working rules. Having regard, however, to the "very wide diversity of conditions and practice prevailing in different countries and districts, and even in different mines in one and the same district," it was considered inadvisable to regulate in great detail every one of several hundred points.

"While, therefore, the essential requirements of safety are set out explicitly, in many instances the actual means of achieving safety are left to the discretion of the countries concerned."

It was decided that a code applicable to all coal-producing countries must to some extent be a compromise between the essential minimum and the conceivable maximum of safety regulations. "It may be expected," the Office says, "that in many cases the national authorities will be able to go beyond the minimum requirements laid down in the code, if, indeed, they have not already done so."

The code deals with every aspect of underground coal mining under the following chapter headings: general provisions; means of access and egress; maps and plans; explosives; shotfiring; supports; haulage of material; travel and transportation of workers on roads and inclines; winding of men and materials; ventilation; precautions against firedamp; precautions against coal dust; miners' lamps; precautions against inrushes of water; prevention and extinction of mine fires; shaft sinking or deepening; electricity; machinery and plant; qualifications and duties of managing officials, supervisory officials and miners; notification, investigation and recording of accidents and dangerous occurrences; first aid and rescue; general inspections by managers and supervisory officials; safety organization; miscellaneous.

Following the conclusion of the Conference, Mr. MacIsaac has informed the Labour Department that the standards of Canadian regulations "are equal to, if not superior to, the Model Code".

Problems Considered by the Conference

The Canadian Employers' Delegate, Mr. Gray, has submitted to the Labour Department an interesting account of some of the points of interest dealt with at the Conference.



The ILO Model Code of Safety Regulations for Underground Mining sets international standards for the protection of workers in this hazardous industry. Shown above, a coal miners' rescue team at Coal Creek, B.C., equipped with oxygen masks and tanks, goggles, Wolfe safety lamps and ropes, rehearses artificial respiration.

Mr. Gray notes that the work of the Conference was limited to dealing with underground conditions in coal mines.

"This limitation," he says, "raised some difficulties where the distinction between underground and surface operations is hard to make, as in the elaborate provisions of surface works serving the deep mines of Holland, Belgium and Northern France: in the combination of underground and surface mining operations in 'mountain' coal mines in Canada and the United States along the Rockies, and in the combined surface

and underground authority given to coal mine certificated managers in the United Kingdom, Canada and other countries of the British Commonwealth, based upon and in the main following the provisions of the Coal Mines Regulation Act of the United Kingdom. It is probable that the code will be enlarged to include surface operations, for the reasons adduced.

"The position of Canada is a minor one in respect to magnitude of coal production as will be gathered from the following approximation:—

	Annual Production Millions of Tons	Millions Population	Production Per Capita
Canada	18	14	1·3 tons
U.S.A.	600	120	5·0 tons
United Kingdom	200	50	4·0 tons

"In annual fatality rate, the United Kingdom is the lowest, Canada coming next and the U.S.A. is high. While in the Conference no reference was made to statistics of this kind, attention being paid solely to the practical problems of underground safety in coal mines; the delegates were fully aware of the lower fatality rates in Britain and the still lower rates attained in France, Belgium and Holland. The hazards of coal mining employment may be related in the main to two causes: first to the physical conditions of coal mining, chiefly geological conditions of depth, seam-inclination and gaseous emission, and to the adequacy of the safety regulatory laws to which, of course, must be added the extent to which these laws are observed. The Conference, constituted as it was, stuck firmly to its task of framing regulatory provisions which all who participated in the discussions recognized provided only for minimum care, reasonable care that is, knowing well that perfection of safety regulation is but an ideal and secondary in beneficial results to the spread of a desire among all groups concerned for safety. The inculcation of such a desire, of a spirit of enthusiasm, not less, is the chief benefit hoped for from the free and earnest discussion of ways and means of achieving safety in underground work that took place at the Conference.

"The Canadian and American viewpoint of statutory coal mine regulation is necessarily similar inasmuch as the form of government is federal in each case and there is not a single national authority such as obtained in Britain, France and the Low Countries. The Coal Mines Regulation Acts of British Columbia, Alberta, Saskatchewan, New Brunswick and Nova Scotia, all modelled on the British Act, differ in detail but not in general principle. Such difference as exists between them is in process of being minimized by the annual Conferences of Provincial Ministers of Mines and their staffs now held annually for several years past. These Conferences, while uniformity of regulation has been sought, have had as a main object the advantages accruing from exchange of views and of operating experiences as guides to achievement of a common standard of excellence in mine safety legislation. No provision in the 'Model Code' preserved at Geneva was considered by the Canadian delegation as higher than the standard set in the several provincial coal mining regulation acts now in the Statutes.

"The onus of enforcing statutory safety regulations in Canada, as in the majority of countries represented at the Conference, rests on the Mines Inspectorate appointed

by and reporting to the 'competent authority' under 'national laws or regulations'. The existence of such an authority is assumed, and the provisions of the code do not deal with authority higher than the Mine Manager and supervisory officials reporting to and under his sole authority. The 'competent authority' in Canada is the Provincial government in question. . . .

"One result of the Conference was a widening of the knowledge of the delegates as to mine techniques in various parts of the world, and a clearer appreciation of technical attainments leading to a greater respect for the other fellow's achievements, especially, it may be noted, for the deep mining technique of Northern France and the Low Countries.

"One notable achievement of the Conference, was the formulation—involving re-writing of the Draft of the chapter on 'Electricity', unanimously adopted by the Conference. The use of electricity in coal mines, especially at the coal-face, is not yet 50 years old. It is a much debated matter, and national practice varies between the extended usage of electricity in the United States, the conservative attitude of the United Kingdom, and the middle ground taken in Canada. Particularly in respect to locomotive haulage is there divergence in national practice. In Britain trolley locomotive haulage is not permitted underground under existing regulations, but diesel locomotives are favoured. In the United States, electric trolley-locomotive haulage is employed on the greatest scale anywhere, but diesel locomotives are not used. This curiously contrasted attitude is probably founded on pre-judgment and one-sided actual experience. Canada employs both electric locomotive haulage and diesel locomotives. The Conference attempted no judgment on this controversial matter, except to recommend that permission of the 'competent authority' be obtained, as is Canadian procedure.

"The problems of coal dust in coal mines, the behaviour in the presence of inflammable gases, the use of stone dust as a means of limiting by dilution, the inflammability of coal dust accumulations, especially in blasting operations, received the detailed consideration the gravity of these problems demands.

"The definitions of 'dangerous coal dust,' the percentage of stone dust required for effective neutralization of coal dust and the renewal of stone dust, were left to the discretion of the 'competent authorities' to determine and legislate upon, but the text of the code indicates the importance of the coal dust problem as seen by the Conference.

"The British Workers group brought up the serious inroads of silicosis into coal mine labour, especially in South Wales and the Chairman announced the probability of a Conference being called in 1950 at the instance of the British authorities to consider all questions arising out of inhalation of dust in coal mines, coming under the blanket term of pneumoconiosis. Mr. Bryson proposed that the Conference should be composed of technical mining men (not including doctors) whose task would be prevention of the forming of dusts of injurious nature in coal mines. . . .

"Of interest to all concerned with coal mine regulations is the systematic grouping of the provisions. The Commentary stated that an ideal system of grouping with a subject so complex as safety in coal mines, was impossible to devise. But the drafters made a good attempt. A *de novo* arrangement by a group of technical experts is bound to produce a more logical arrangement of provisions than the addition of annual legislative amendments to Coal Mines Regulation Acts, and the subject index of the code as it will shortly be published is worthy of attention."

Problems of "White Collar" Workers Studied by Advisory Committee

The basis of a program of international action to improve the working conditions of "white collar" workers was laid down at a meeting of the ILO Advisory Committee on Salaried Employees and Professional Workers, held at Geneva from October 24 to 29. This meeting was the first to be held by the Advisory Committee, which was reconstituted recently to replace two expert committees which functioned before the war.

The member countries of the Committee include: Brazil, China, Czechoslovakia, Egypt, France, India, Italy, Peru, Poland, Sweden, the United Kingdom, the United States, and Uruguay. The Chairman for the first session was Niilo A. Mannio, Secretary-General of the Finnish Ministry of Social Affairs, who represented the ILO Governing Body at the meeting.

The committee adopted eleven resolutions, including three on weekly and daily rest periods in commerce and offices and the rights of performers in broadcasting, television and the mechanical reproduction of sound.

Two resolutions asked that the questions of daily and weekly rest in commerce and offices be placed on the agenda of an early session of the International Labour Conference with a view to the adoption of international conventions or recommendations. They also requested the ILO to continue

its study of the questions and to consult governments on a series of specific points.

The resolution on performers' rights proposed that the ILO enter into consultation with the International Union for the Protection of Literary and Artistic Workers and other appropriate international organizations to secure the adequate protection of performers' rights. It also asked that the entire problem be reviewed at the next session of the committee.

Additional resolutions asked the ILO Governing Body (1) to invite States Members to report on the position of the law and practice in regard to unratified conventions on the age of admission of young persons to non-industrial occupations; (2) to ask the Office to examine means to aid the study of unemployed professional workers and students; (3) to include within the scope of the ILO's migration program salaried employees and professional workers; (4) to study the rights of the employed inventor; and (5) to study the question of extending the scope of the ILO convention on maternity protection to cover salaried employees and intellectual workers in commerce and offices.

Other resolutions asked that more comprehensive statistical and other studies be undertaken on employment conditions and work for salaried employees and professional workers.

Committee on Workers' Recreation

Fourteen experts from various countries attended the meeting of the ILO Committee on Workers' Recreation, held at Geneva from October 31 to November 3.

The agenda was composed of two points: (a) the present situation and most important problems in the field of leisure time activities; and (b) facilities for the leisure time

activities of young persons, including holiday camps for young workers.

On point (a) the Committee adopted four resolutions. One of them requests the ILO Governing Body to have the Office make a thorough study of the following questions with a view to their inclusion in the agenda of future meetings of the Com-

mittee: workers' education, especially with regard to education for industrial relations; training of organizers and recreation leaders; popular travel, especially on an international basis; organization of national and international festivals of the arts; recreation for rural workers; industrial recreation; promotion of games and sports, also on the international level; promotion of facilities for the prevention of illness, especially industrial diseases.

Another resolution states the principle that "all organizational activities in the field of recreation should respect the complete freedom of the individual who desires to benefit from the facilities which may be available." The Committee also stresses the usefulness of recreation activities as a way for the development of family life, and

recommends that the organization of such activities should be co-ordinated closely with programs of health, education and welfare for the workers.

On point (b) the Committee decided that the beneficial utilization of leisure time of young persons depends upon favourable conditions of work and life, liberty of the individual and adequate leadership by qualified persons. It also recommends that the public authorities should provide adequate accommodation and facilities for leisure time activities of young persons.

It recommends finally that attention should be given to the needs of special groups of young persons, such as the unemployed, rural workers, domestic workers and others.

International Social Security Association Seeks Protection of Mother and Child

The protection of mother and child through social security measures was one of the main topics discussed at the ninth general assembly of the International Social Security Association, which met at Rome from October 3 to 8. The meeting adopted a series of recommendations designed, according to the Association's objectives, to "strengthen efforts toward the extension, the protection, technical and administrative improvement of social security."

The assembly was attended by 140 delegates and observers representing social security institutions and government departments of 24 countries. It was held under the auspices of the International Labour Office, which provides the Association's secretariat.

The discussions were held on the basis of four technical reports which were prepared by experts of the Association, and which will be published.

In a unanimously-approved resolution, the Association recommended to its members that they take or promote appropriate action with a view to bringing their social security schemes into accordance with a series of principles governing the protection of mother and child through social security.

Among the principles enumerated in the resolution were:—

1. Measures for the protection of mother and child should be applied to all potential beneficiaries under a social security scheme.

2. Social security schemes should guarantee an appropriate livelihood to working women during an effective rest period of at least six weeks before and six weeks after confinement.

The assembly also agreed that the Association should promote further the exchange of information concerning the operation of the systems of collecting social security contributions adopted by various countries. It decided further that the ISSA should encourage the exchange of information on the financing of social security in various countries and promote the establishment of international statistics to facilitate an international comparison of social security costs.

The meeting was held under the chairmanship of P. J. Keady, chairman of the Irish National Health Insurance Society.

At a meeting of the Association's executive, it was decided to hold the next general assembly in Austria in 1951.

Renato Morelli, president of the Accident Insurance Institute of Italy, was elected chairman of the Association for a two-year term, and Edgardo Rebagliati, general director of the Peruvian Social Insurance Institute, and Friis Olsen, director of the Danish Federation of Sickness Funds were named vice-chairmen.

Co-operative Movement Studied by ILO

The ILO Advisory Committee on Co-operation, meeting at Geneva from October 17 to 22, adopted a series of recommenda-

tions designed to further collaboration between the co-operative movement and the ILO in promoting their common objectives.

The Committee's conclusions on the four questions on its agenda were embodied in five resolutions.

One resolution suggested a number of points for consideration by the ILO's Governing Body in developing ILO programs to enlist the aid of the co-operatives in providing technical assistance for underdeveloped countries.

The resolution said the co-operative movement was capable of "taking a most effective part in the preparation and application of plans for national economic development". It added that co-operative institutions could play a useful part in the organization and full development of manpower for productive purposes, and was a valuable means of disseminating knowledge and inculcating new methods of work and production in less developed economies.

Another resolution proposed a number of points as a basis for a program which would seek the extension of social security measures generally and of insurance for

independent workers in particular. The resolution said that co-operative organization offered "an element of practical value" which countries might use in developing social security and protection against the special risks of these workers.

The Committee also suggested a number of points as a basis for joint action between the ILO and the co-operative movement in furthering the development of vocational training throughout the world.

It decided, in addition, to establish a working party to study the development of relations between different forms of co-operation.

The meeting was held under the chairmanship of T. H. Gill of the United Kingdom, president of the International Co-operative Alliance. The Committee is composed of a delegation of the ILO's Governing Body, sixteen co-operative experts, and a representative of the Food and Agriculture Organization.

Three Recent ILO Conventions Come into Force

Three important Conventions adopted at recent ILO Conferences will come into force shortly as a result of ratifications by certain member countries of the ILO.

The Conventions deal with freedom of association, employment service organization, and labour inspection. The first two were adopted at the 31st Session of the International Labour Conference, held in San Francisco in 1948 (L.G., Sept., 1948, p. 972) and the third at the Thirtieth Session, held at Geneva in 1947 (L.G., Nov., 1947, p. 1592).

Under the ILO Constitution, the adoption of a Convention at the International Labour Conference entails on member countries the obligation of bringing the Convention before the appropriate national authorities with a view to possible ratification. A Convention becomes binding only on such countries as ratify it.

All three of the above-mentioned Conventions contain a clause providing that they shall come into force twelve months after the date on which the ratifications of two member countries have been registered.

The Freedom of Association and Protection of the Right to Organize Convention, 1948 (Convention No. 87) has been ratified

by the United Kingdom and Norway. Their ratifications were registered on June 27 and July 4, 1949, respectively. The Convention will accordingly come into force for these countries on July 4, 1950.

Ratifications of the Employment Service Convention, 1948 (Convention No. 88) were registered by Norway on July 4 and by the United Kingdom on August 10, 1949. The Convention will accordingly come into effect for these countries on August 10, 1950.

Ratifications of the Labour Inspection Convention, 1947 (Convention No. 81) were registered by Norway and India on January 5 and April 7, 1949, respectively; and the Convention will therefore come into force for these countries on April 7, 1950.

Of the 98 Conventions that have so far been adopted at the 32 Sessions of the International Labour Conference held since 1919, 56 are now in force; the three which will come into force next year will raise the total to 59.

During the months of June, July and August, 29 ratifications, applying to 20 Conventions, were registered with the ILO. This brings to 1,040 the total number of ratifications of ILO Conventions.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

Boards of Conciliation were fully constituted during November to deal with disputes affecting various railways and railway labour organizations.

The Canada Labour Relations Board issued Reasons for Judgment rejecting an application for the provision of arbitration procedure in disputes between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company on the ground that an adequate procedure already existed.

Introduction

On December 9 the Hon. Humphrey Mitchell, Minister of Labour, announced the personnel of the Conciliation Boards which had previously been established to deal with disputes between a number of Canadian railways and two groups of international and national railway labour organizations.

The Hon. Mr. Justice J. O. Wilson, of the Supreme Court of British Columbia, was appointed as Chairman of each of the Conciliation Boards. The Chairman was appointed by the Minister in the absence of joint recommendations from the other members of the two Boards.

In the dispute affecting the group of twelve international unions representing non-operating railway workers and the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company, the Minister stated that he had appointed Mr. Isaac Pitblado, K.C., of Winnipeg, and Mr. Alfred J. Wickens, K.C., of Moose Jaw, upon the nominations of the employers and unions respectively.

In the dispute affecting the two major railway systems and the Ontario Northland Railway and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees, the members appointed to

represent the parties were Mr. T. R. Meighen, K.C., and Mr. J. A. Coote, both of Montreal, who were nominated by the employers and unions respectively.

At its session on November 15, the Canada Labour Relations Board approved Reasons for Judgment denying a request that the Board prescribe a provision for the final settlement of differences concerning the meaning or violation of the collective agreement between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company. The Board's Reasons for Judgment are reproduced elsewhere in this section.

In rejecting the application, the Board found that there was a subsisting agreement between the Railway Association of Canada, of which the Canadian Pacific Railway Company is a member, and six railway unions, of which the Brotherhood of Locomotive Engineers is one, which is binding on both the applicant union and the respondent company and which provides for the establishment of the joint board known as Canadian Railway Board of Adjustment No. 1. The Canada Labour Relations Board found that the functions of Canadian Railway Board of Adjustment No. 1 for the settlement of disputes arising out of wage agreements between the parties were adequate and that no additional arbitration procedure needed to be established.

The Brotherhood of Locomotive Firemen and Enginemen intervened in the case, which was of widespread interest to employees engaged in the running trades of the various Canadian railways.

In the December issue of the *LABOUR GAZETTE* (p. 1551) it was reported that the Canada Labour Relations Board in October rejected an application from the Canadian Brotherhood of Railway Employees and Other Transport Workers for certification as the bargaining agent for a unit of employees of the Canadian National Railways employed in the Regional Staff Record

Bureau of the company at Winnipeg. At the November sitting of the Board, the four members representing organized labour tabled a dissenting opinion, which is reproduced below. The dissenting opinion took issue with the decision of the majority of the Board that clerical employees engaged in the handling of staff records are employed in a confidential capacity in matters relating to labour relations. The dissenting members indicated that they believed the principle involved was of such importance as to justify the filing of a dissenting opinion.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification

of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during the month of November. During the month the Board received eight applications for certification, held one hearing, issued two certificates designating bargaining agents, allowed the withdrawal of two applications, and refused two requests for the consent of the Board to make application for certification before the expiry of ten months of the terms of existing collective agreements.

Applications for certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees for a unit of employees of the Canadian Pacific Railway Company, comprising clerical employees in the office of the District Accountant, Calgary, Alta. (L.G., Dec., 1949, p. 1552).

2. Local 342, United Packinghouse Workers of America, for a unit of employees of Robin Hood Flour Mills, Limited, comprising hourly-paid employees of the company in its plant at Saskatoon, Sask. (L.G., Dec., 1949, p. 1552).

Applications for Certification Withdrawn

1. Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and Dench of Canada, Limited (Trucking Operations in Alberta and British Columbia) (L.G., Oct., 1949, p. 1234). The Board allowed the withdrawal of the application on the request of the applicant union at the public hearing conducted by the Board.

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers and Dench of Canada, Limited (Trucking Operations in Saskatchewan, Alberta, and British Columbia) (L.G., Nov., 1949, p. 1402).

Requests Under Section 7 (4) of Act Refused

During the month the Board refused requests for consent to make applications for certification as bargaining agents before the expiry of ten months of the terms of existing collective agreements in the following cases:—

1. The National Catholic Syndicate of Longshoremen of Sorel, Inc., for longshoremen employed by ten employers at Sorel, P.Q.

2. The Brotherhood of Locomotive Firemen and Enginemen for a unit of employees of the Canadian National Railways (Newfoundland District, Atlantic Region).

Both requests were refused for the reason that no special circumstances existed which would warrant the granting of consent by the Board.

Application Under Section 19 of Act Rejected

The Board rejected an application made by the Brotherhood of Locomotive Engineers for the prescription of a provision for the final settlement without stoppage of work of differences between the Brotherhood and the Canadian Pacific Railway Company concerning the meaning or violation of their collective agreement. (See Reasons for Judgment below.)

Applications for Certification Received

1. The Hull City Transport Employees' Syndicate on behalf of garage employees and bus drivers employed by Hull City Transport, Limited, Hull, P.Q. (Investigating Officer: R. H. Taber.)

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of crew clerks, elevator operator, and red caps employed by the Canadian Pacific Railway Company at its Winnipeg Depot. (Investigating Officer: R. H. Hooper.)

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of clerical employees employed by the Canadian Pacific Railway Company in the office of the District Accountant, Vancouver. (Investigating Officer: G. R. Currie.)

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of red cap porters employed by the Canadian Pacific Railway Company at its Vancouver Depot. (Investigating Officer: D. S. Tysoe.)

5. Regional Council No. 2, International Brotherhood of Electrical Workers on behalf of employees of the Canadian National Railways employed on the electrical staffs of the m/v *Abegweit* and the m/v *Prince Edward Island*, operating on the Ferry Service between New Brunswick and Prince Edward Island. (Investigating Officer: L. Pepin.)

6. Division 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America for a unit of employees of the Ottawa Transportation Commission, comprising foremen, despatchers, amusement park superintendent, barn clerks, and store clerks. (Investigating Officer: N. G. Price.)

7. The Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of unlicensed personnel

employed by the Canadian National Railways on ships in its Newfoundland Steamship Service. (Investigating Officer: B. H. Hardie.)

8. The Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of mates employed by the Canadian National Railways on ships in its Newfoundland Steamship Service. (Investigating Officer: B. H. Hardie.)

REASONS FOR JUDGMENT

**Brotherhood of Locomotive Engineers, *Applicant,*
and
Canadian Pacific Railway Company, *Respondent,*
and
Brotherhood of Locomotive Firemen and Enginemen, *Intervener.***

This is an application made under the provisions of Section 19 (2) of the Industrial Relations and Disputes Investigation Act (hereinafter referred to as "the Act"), requesting this Board to prescribe a provision for the final settlement without stoppage of work of all differences between the Applicant and the Respondent and the employees covered thereby concerning the meaning or violation of a collective agreement to which the Applicant and the Respondent are parties.

This collective agreement governing rates of pay and working conditions for locomotive engineers on Eastern lines of the Respondent was signed on February 6, 1929, and has been subsequently amended from time to time as to rates of pay and rules. The agreement is of indefinite duration, and is subject to change on thirty days' notice.

The Applicant alleges in its application that "there presently exists a dispute between the parties to the agreement relating to the methods employed in compiling the engineers' seniority lists, and general grievances concerning the meaning or violation of Article 3 of the said agreement." The Applicant further states that the agreement does not contain a provision for the final settlement of differences concerning the meaning or violation of the agreement, as required by Section 19 (1) of the Act.

The Respondent in opposing the application states that in addition to the collective agreement referred to above, there is a subsisting agreement between the Railway Association of Canada, of which the Respondent is a member, and six railway unions, of which the Applicant is one, dated August 7, 1918, and amended by a further agreement dated April 15, 1921, hereinafter referred to as the "Board of Adjustment agreement", and binding on

The Board consisted of Messrs. Best, Complin, D'Aoust, Deschamps, Mosher, Picard and Taylor. The judgment of the Board was delivered by the Vice-Chairman as Acting Chairman of the Board.

both Applicant and Respondent, which provided for the establishment of a joint board of adjustment, known as the Railway Board of Adjustment No. 1, consisting of six members selected by the Railway Association of Canada and six members selected by the executive officers of the employee organizations who are parties to the agreement. The functions of this board of adjustment are set out in Section 8 of the Board of Adjustment agreement, as follows:—

"8. All disputes, including personal grievances, or controversies arising or pending under interpretation of wage agreements between officials of a railway and its employees covered by this agreement are to be handled in the usual manner by general committees of the employees up to and including the chief operating officer of the railway (or someone officially designated by him), when if an agreement be not reached, the Chairman of the general committee of employees may refer the matter to the executive officer of the organization concerned, and if the contention of the employees' committee is approved by such executive officer, then the chief operating officer of the railway and the executive officer of the organization shall refer the matter with all the supporting papers to the Board, which shall promptly hear and decide the case, giving due notice to the chief operating officer of

the railway and to the executive officer of the organization of the time set for hearing."

Sections 13 and 14 thereof are:—

"13. All decisions of the Board shall be approved by a majority vote of all members of the Board, except that in the event of a member of the Board presenting a case, such member shall not vote upon the decision of the case, and in order that the voting strength of each side may be equal, a member of the opposite side of the Board shall refrain from voting."

"14. After a matter has been considered by the Board, in the event a majority vote cannot be obtained, any six members of the Board may elect to refer the matter upon which no decision has been reached to a referee to be unanimously agreed upon by the Board, and in case of failure to agree, application shall be made to the Minister of Labour of the Dominion of Canada for appointment of a referee."

The Respondent claims that the provisions of the Board of Adjustment agreement and the collective agreement between the Applicant and the Respondent of February 6, 1929, are complementary. The Respondent submits that the provision for the reference of disputes arising out of the wage agreement to the Board of Adjustment provides a procedure for the final settlement of differences between the Applicant and the Respondent and employees covered by the collective agreement arising out of the meaning or violation of the collective agreement of February 6, 1929, as fully and effectively as though this procedure was in fact written in as a term of the collective agreement of February 6, 1929, itself. The Respondent, therefore, asks for the dismissal of the application.

At the hearing before the Board, the Applicant's representatives agreed that disputes arising out of the collective agreement of 1929 have under past practice been referred to and dealt with by the Board of Adjustment No. 1 in accordance with the provisions of the Board of Adjustment agreement. The Applicant's representatives nevertheless contended that the procedure established by the Board of Adjustment agreement does not constitute a procedure for final settlement of differences between the parties to the agreement as required by Section 19 (1) of the Act. The Applicant pointed out that, where a dispute which has not been settled is sent forward by the Chairman of the General Committee of Employees to the Executive Officer of the employees' organization for submission to the Board of Adjustment, if the Executive Officer does not approve of the contention of the Committee of Employees, the Execu-

tive Officer may refuse to send it forward to the Board of Adjustment. Applicant's representative contended that the discretion thus vested in the Executive Officer of the union destroyed the effectiveness of the procedure as a provision for final settlement of differences.

The Applicant illustrates this objection by reference to a specific grievance relating to the seniority of an employee covered by the agreement which was pending at the time this application was made, arising out of the application of Section 3 of the collective agreement. Applicant's representative stated that this grievance had not been sent forward to the Board of Adjustment and had not, therefore, been disposed of because the Chief Executive Officer of the Applicant had refused to send that grievance forward to the Board of Adjustment for disposition. Applicant's representatives further indicated at the hearing that the Applicant would be quite satisfied if this Board established a procedure to dispose of this specific outstanding grievance, and that if this were done the Applicant would not press for the establishment of a general grievance procedure.

Subsections (1) and (2) of Section 19 of the Act are as follows:—

"19. (1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation."

"(2) Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Board shall, upon application of either party to the agreement, by order, prescribe a provision for such purpose and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on the parties to and all persons bound by the agreement and all persons on whose behalf the agreement was entered into."

It will be observed that the effect of subsection (1) of Section 19 is to place upon the parties to the completion of a collective agreement the duty to include therein a provision for final settlement of all differences between the parties concerning its meaning or violation. The necessity for such provision will be recognized in view of the provisions of Section 22 of the Act, which prohibit strikes or lockouts while a collective agreement is in effect.

It is only where there has been a failure to include in a collective agreement the

provision required by subsection (1) of Section 19 that the Board is authorized by subsection (2) of that section to prescribe a provision for this purpose upon the application of a party to the agreement.

Subsection (2) of Section 19 gives this Board no authority to prescribe a provision in substitution of an existing provision which is in compliance with the requirements of subsection (1). If that existing provision is unsatisfactory to either or both parties, the matter rests with the party or parties to move for appropriate revision of the same in accordance with the provisions of the agreement which are applicable to the opening of the agreement for the revision of the grievance procedure.

In the present instance the Board is of opinion that the provision in the Board of Adjustment agreement for settlement of disputes arising out of wage agreements between the parties to that agreement or any of them has application to the settlement of differences of the parties to the collective agreement between the Applicant and Respondent of February 6, 1929, as amended, as fully as though incorporated in the latter agreement. Both parties in the Board of Adjustment agreement stipulate that it shall so apply, and have in the administration of the agreement so applied it.

The Board is unable to agree with the contention of the Applicant that the procedure provided by Section 8 of the Board of Adjustment agreement is not a provision for final settlement of differences arising under the collective agreement of February 6, 1929, within the meaning of subsection (1) of Section 19 because it leaves discretion to the Chief Executive Officer of the employee organization, which has brought forward an employee grievance, to refuse to refer that grievance to the Board of Adjustment, where he does not approve of the contention of the Committee of Employees.

An employee grievance may be disposed of by (a) a settlement thereof by agreement between the employee representatives and the railway representatives; (b) by withdrawal of the grievance from negotiation or the dropping of the grievance by the employee representatives; or (c) by referral to and disposition by the Board of Adjustment in accordance with the provisions prescribed in the Board of Adjustment agreement.

Even if the Board had authority to prescribe a provision under subsection (2)

of Section 19 for final settlement of differences under this collective agreement, it would be difficult to envisage a situation which would warrant the Board in prescribing a procedure which would deprive the employee representatives responsible for bringing forward employee grievances of the exercise of a discretion to withdraw or drop any such grievance at any stage of the grievance procedure prior to the submission thereof to final arbitration.

With regard to the proposals put forward by the Applicant at the hearing for the establishment of a procedure for final arbitration of a specific pending grievance, it is pointed out that this Board has no authority under Section 19 of the Act to prescribe such a procedure. The Board's authority under Section 19 (2) extends solely to the establishment of a provision having general application for settlement of all differences between parties to an agreement or persons bound thereby concerning its meaning or violation.

The Applicant in its submission made reference to a decision of the Wartime Labour Relations Board establishing provision for settlement of differences arising under a collective agreement between the Wabash Railway and certain railway unions (DLS 7-624) as a precedent supporting the present application. The Wabash Railway was not a party to the Board of Adjustment agreement. In consequence, the provisions of that agreement for disposition of grievances did not apply to the collective agreements between the Wabash Railway and the applicant unions in that case. As there was no provision in the Wabash agreement for settlement of differences, the Board prescribed one. The decision in that case is therefore not relevant to the disposition of the present application.

For the above reasons, the application is rejected.

(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.

U. W. CARPENTER, Esq.,
H. E. CAMPBELL, Esq.,
for the Applicant.

J. R. KIMPTON, Esq.,
for the Respondent.

W. G. GRAHAM, Esq.,
T. RICHMOND, Esq.,
for the Intervener.

Dated at Ottawa, October 13, 1949.

Dissenting Opinion

Canadian Brotherhood of Railway Employees and Other Transport Workers, *Applicant*, and Canadian National Railways, *Respondent*.

This is an application by the Canadian Brotherhood of Railway Employees and Other Transport Workers for certification of a group of employees of the Staff Record Bureau employed by the Canadian National Railways at Winnipeg, Manitoba.

Several objections were raised by the company against the certification of the Brotherhood as bargaining agent for the employees affected by this application, but, as we see it, the principal objection is that the proposed unit is not appropriate for certification on the ground that the employees involved are employed in a confidential capacity in matters relating to labour relations. At any rate, this is the decision of the majority of the Board. We regret that we cannot concur in this decision, and we wish to state our reasons therefor, as we regard this as of considerable importance.

Section 2 (1) (i) defines an employee as "A person employed to do skilled or unskilled manual, *clerical* or technical work, but does not include a manager or superintendent, or any other person who in the opinion of the Board exercises management functions or is employed in a confidential capacity in matters relating to labour relations."

The company contends that the employees in question are "employed in a confidential capacity in matters relating to labour relations." Both the company and the Brotherhood agree that the employees in question perform *clerical* functions only. The parties also agree that the employees in question are employed on the *administrative* branch of the company's functions rather than on the *policy* branch. Their work savours as being "confidential" only in the sense that at the time that an employee is taken on, or in the event of any subsequent change in his status, he must complete certain forms which reveal certain confidential information about the man, such as age, legitimacy of birth, or otherwise, etc. The most that can be said for the company's argument is that these employees have access to information concerning the background of the company's employees which are personal to the employees. It is a fact, however, that none of this information enters into the picture in any sense whatever in formulation of labour relations policy. In fact, the labour relations policy of the company has nothing whatever to

On October 13, 1949, the Canada Labour Relations Board rejected an application from the Canadian Brotherhood of Railway Employees and Other Transport Workers for certification as bargaining agent for a unit of employees of the Canadian National Railways employed in the Regional Staff Record Bureau at Winnipeg (L.G., Dec., 1949, p. 1551). The application was rejected for the reason that the bargaining unit proposed in the application was inappropriate. The Board did not issue written Reasons for Judgment, but at the next meeting of the Board, held on November 15, 1949, four members of the Board tabled the Dissenting Opinion which is reproduced herewith.

do with these records. This is a finding of fact based upon the evidence at the hearing. It is indisputable.

It is important to study the context of the exclusionary portion of the definition of "employee". The definition after including a broad and wide gamut of employable persons excludes "a manager, superintendent, or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations." A study of the above exclusions indicates that Parliament intended clearly to exclude employees who have supervisory or management functions and in deciding whether or not a person is employed in a confidential capacity in matters relating to labour relations, his position in respect of the supervisory or management aspect of the business is wholly relevant. We believe that the expression "employed in a confidential capacity in matters relating to labour relations" must be read together with the preceding words in the exclusionary portion of the subsection.

This Board, in our opinion, must move very carefully before depriving any employee from the benefits of this Act. These employees do not have *anything whatever* to do with labour relations of the company, that is to say, with the relationship between the company and the employees. The clerks in question are employees of the company and are entitled to the benefits and privileges of the Act.

As they do not have the remotest connection with labour relations matters in the Canadian National Railways, which is handled by a separate department entirely, and which deals with matters that are entirely foreign to the work of the unit of employees in question, we cannot see how this Board can possibly regard them as being "confidential employees in matters relating to labour relations". Their work has nothing to do whatever with negotiation of collective agreements; their records have never been consulted in the past in relation to the formation of collective agreements. If one of these employees should betray his trust and divulge confidential information, the company clearly can dismiss him; membership in a labour union does not conflict, in any conceivable manner, with an employee's duties or responsibilities to his employer.

Many other employees of the company, who are members of the Brotherhood and on whose behalf collective agreements have

been concluded for many years, handle information on behalf of the Canadian National Railways which is extremely confidential. Such information may not have anything to do with employees, but it is, nevertheless, of equal importance to the Company. The simple fact of the matter is that these employees do work of a clerical, mechanical, administrative type, and it is stretching the meaning of the exclusionary provision of the Act completely beyond its context to suggest that these employees are employed in a confidential capacity in matters relating to labour relations. We believe that this was never intended by Parliament.

We dissent, therefore, from the majority decision and are of the opinion that this application should have been allowed.

(Sgd.) A. R. MOSHER.

(Sgd.) W. L. BEST.

(Sgd.) J. A. D'Aoust.

(Sgd.) GÉRARD PICARD.

Dated at Ottawa, October 13, 1949.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On November 25, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute between the Railway Express Agency, Inc., New York, N.Y., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting employees of the company in Canada. (Conciliation Officer: R. Trépanier.)

Agreement Facilitated by Conciliation Officer

On November 21, 1949, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between the British Columbia Towboat Owners'

Association, Vancouver, and the Canadian Merchant Service Guild, Inc. (L.G., Dec., 1949, p. 1554).

Conciliation Board Appointed

On November 24, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between the National Harbours Board and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting employees in the general maintenance forces and grain elevator system of the Board at Quebec, P.Q. The Conciliation Board was appointed following receipt of the report of R. Trépanier, Conciliation Officer (L.G., Dec., 1949, p. 1554). Constitution of the Board had not been completed at the end of the month.

Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its findings in cases heard on August 9 and September 13, 1949.

Case No. 582.—Canadian National Railways (Atlantic Region), *ex parte*, versus the Order of Railway Conductors and the Brotherhood of Railroad Trainmen, *ex*

parte, with respect to the assessment of discipline against a conductor, baggageman, brakeman and flagman, members of the crew of a passenger pool train operating between Campbellton and Moncton, which was involved in a head-on collision with a light engine at Barnaby River, roughly ten miles from Newcastle, on July 26, 1948.

The company contended that these members of the train crew were discharged from the service because of "pronounced carelessness, lack of interest, and rule violations, in the handling of this important train" in that they failed (1) to obey a "run-late order" handed to the conductor at Newcastle on the morning of the accident; (2) the conductor neglected to have the other crew members read the orders; (3) each of the four men were careless in comparing their watches with the standard clock at Campbellton (there was a variation of two minutes and two seconds between the clock and the conductor's watch; he had registered his watch as correct at the beginning of the run); (4) the conductor, the baggageman and the flagman took no action to ascertain if the train was approaching or passing Barnaby River ahead of time; (5) the brakeman failed to observe the rule under which "he should have taken precautions for the train's protection."

The employees in presenting their case referred to certain incidents that occurred on the train, notably between Newcastle and Barnaby River, which had diverted the attention of the conductor and his assistant a few minutes before the collision occurred. These incidents, it was claimed, should lessen the blame for the infraction of some of the rules.

"The accident," they asserted, "was definitely the result of an oversight." They contended that "having regard for their many long years of faithful service with the railway and their previous good records, the permanent discharge of these four employees with the loss of retiring allowances . . . is entirely too severe a penalty for their part in the accident. . . ." They asked to be reinstated in their former positions with full seniority rights.

Both parties to the dispute submitted further oral and written evidence to the Board.

The decision of the Board was that the contention of the employees was not sustained. However, the Board strongly recommended that the case be further considered by the railway with a view to the reinstatement of the men in some capacity in train or yard service,

Case No. 583.—Concerning National Railways (Western Region), *ex parte*, and the Brotherhood of Locomotive Engineers, the Brotherhood of Railroad Trainmen, the Order of Railway Conductors of America and the Brotherhood of Locomotive Firemen and Enginemen, *ex parte*, in a dispute with respect to the assessment of discipline assessed train and engine crew of passenger

train No. 3 as the result of a head-on collision at Zelma, Sask., on August 17, 1948.

According to the company's statement to the Board, "the accident was thoroughly investigated after which the men involved were properly dismissed." The employees took exception to the finality of the discipline assessed, but not to its quality; "in other words, their submission is simply a plea for leniency." The company claimed further, "that the assessing or withdrawing of employees' discipline is a matter that should rest solely with the railway. . . ."

The employees contended that "one reason for the mishap appears to have been partial confusion in the minds of members of the crew as to the requirements for the proper movement of their train at Zelma in accordance with the rules and orders held." There were indications, it was held, that some members of the crew were convinced that the other train involved in the accident had right over all trains except No. 3, which they were operating; while others interpreted the signals displayed as indicating "a change of meet" between the two trains.

In requesting leniency, the representatives of the employees stated that "personal injury and property damage resulting from the collision was not excessive" and the employees concerned all had excellent records with the railway, were men of outstanding character and "would prove to be valuable employees if given further opportunity for service." They pointed out that as a result of the discipline they had already lost approximately one year's earnings with the railway, had suffered "great mental distress", and the continuance of their dismissal would cause "further hardship to them and their dependents in the curtailment of all future right or benefit in pension. . . ."

The parties to the dispute presented further written and oral evidence.

In its decision the Board disclaimed any desire or intention of overruling the administration of discipline based upon a proper and complete investigation by the company. While not sustaining the contention of the employees, the Board felt that having regard to all the circumstances, the time out of service already sustained was adequate discipline in this case and recommended that the railway give consideration to the reinstatement of the men, effective on or before August 16, 1949.

Case No. 584.—Concerning the Canadian National Railways (Atlantic Region) and the Brotherhoods of Locomotive Engineers, *ex parte*, in connection with the discharge

of a locomotive engineer following a head-on collision near Bic Station on September 7, 1947.

The accident occurred on Rimouski S.D., extending between Rivière du Loup and Mont Joli, P.Q., 83-44 miles, a single track line, over which trains are operated by timetable and train orders. Train 2/744, engine 6103, in charge of the engineer in the case, collided head-on with freight extra 6132 west, resulting in injury to three employees, demolition of engines 6103 and 6132, derailment of 13 cars on 2/744 and four on extra 6132 west, and damage to track, rendering it impassable for over 22 hours.

Following investigation, the engineman was discharged for "failure to have his brakeman and fireman read aloud and know the contents of the train orders, in accordance with Rule 214, his serious exceeding of speed restrictions by a wide margin, and his approaching Bic, where yard limits are in effect, without train under control."

The employees on several occasions requested the Railway to consider reinstatement of the engineer but the Railway declined to do so. The discharge was "warranted and justified," it claimed, contending that the accident was "purely the result of flagrant disobedience to the rules," and that the engineer did not "merit consideration for re-employment with the Railway as engineman or in any other capacity."

The employees contended that the engineer "got confused in the orders which he held," and that the accident was "purely a mistake, not being done deliberately." He was a young engineer with limited experience, they stated, and if given a further opportunity would "prove himself worthy." They felt that under the circumstances the penalty imposed was excessive, and requested the Board's "favourable consideration towards his reinstatement."

The Board ruled that the "contention of the employees be not sustained," but recommended that the Railway give further consideration to the reinstatement of the employee in engine service.

Case No. 585.—The Canadian National Railway (Central Region) versus the Brotherhood of Locomotive Engineers, *ex parte*, concerning the discharge of a locomotive engineer.

In the "statement of fact" submitted to the Board by the Railway, it was stated that an "extra" collided with a yard engine in the Mimico terminal on June 13, 1948. The engineman of the "extra" was discharged from the service for his responsibility in connection with the accident and for violation of rules 93, 501 (d) and 504.

These rules cover certain of the detailed instructions for trainmen handling trains moving in multiple-track terminals.

The Railway in its argument to the Board explained that the "extra" was a train consisting of 63 loads, 19 empties, 4,597 tons, drawn by a diesel locomotive, Belleville to Mimico. The claim was made that the engineer in charge approached the end terminal at too great a speed and in partial disregard of the signals displayed. As a result, he was unable to stop the train before passing a "stop and proceed" signal.

The Railway pointed out further that the engineer of the "extra" had received an intensive course of training in the operation of diesel locomotives, which, coupled with 27 years experience as an engineer in charge of steam locomotives, qualified him to operate diesel locomotives safely. It was shown also that the engineer had signed "the appearance sheet certifying his knowledge of the road, that he had sufficient rest and that he was in every way fit for duty." Finally, the Railway quoted the rules governing appeals from disciplinary decisions requiring that such appeals be made within 15 days of the receipt of the decision. It was claimed that in this case the first request for a reconsideration was not received until nearly three months later, and that it did not suggest that the discharge of the engineman was not justified, but asked that he be given another chance and reinstated in the service.

The statement presented by the Brotherhood claimed that "some delay" had been caused by brake trouble while the extra was en route to Mimico; that the engineer had followed the instructions of the diesel engine instructor in controlling the speed of the train, and that the brakes did not hold the train sufficiently to stop the train before it passed the "stop and proceed" signal.

The Brotherhood contended that the engineer had not had previous experience on diesels drawing heavy trains and that it was reasonable to assume that he misjudged the speed of his train. It was pointed out too, that the engineer had entered the service of the railway in 1916 as a fireman, had been promoted to engineer in 1921 and that his service previous to the accident had been satisfactory. He was now 60 years of age and unsuited for other types of employment. His reinstatement into the service effective so as to restore his former service for pension purposes was, therefore, requested.

The parties to the dispute presented additional oral evidence to the Board.

The Board decided that the contention of the employee was not sustained, but strongly recommended reinstatement of this engineer in some capacity in engine service.

Case No. 586.—Concerning the Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen in a dispute regarding the discharge of a trainman in connection with a rear-end collision.

The "joint statement of facts" explained that the lead train involved in the collision was running approximately nine hours late on July 3, 1948. It was stopped in emergency on account of the engine breaking away from the train. This involved a further loss of time of more than an hour while repairs were being made. Engine whistle signal had sounded calling in trainman (flagman). While he was returning to his train another freight train collided with the rear end of the standing train.

An investigation of the accident resulted in the assessment of discipline against various employees, and the trainman (flagman) of the standing train was discharged for failure to provide rear protection for his train, as required by the rules.

The Brotherhood contended that the trainman (flagman) had performed his duties as prescribed by the rules and that this was proved by statements made by other crew members involved. The request was made that the discharged flagman be reinstated in the company's service with full seniority rights unimpaired, and that he be paid for all time out of service subsequent to the accident.

The Railway held that the full investigation had indicated that the trainman (flagman) had not provided full protection for the rear of his train and, consequently, had been discharged.

Both parties to the dispute presented additional evidence to the Board.

The Board decided that the trainman be reinstated in the service with seniority rights unimpaired, but without pay for time out of service.

Case No. 587.—Canadian Pacific Railway Company (Pacific Region) versus the Brotherhood of Railroad Trainmen concerning a dispute relative to compensation applicable to passenger crews who were required to handle carload lots on certain trains between Vancouver and Nelson.

The "joint statement of facts" stated that since October, 1946, the company had handled continuously carload lots of l.c.l. freight under car movement waybills (slip bills) on certain trains running between Vancouver and points in the interior of British Columbia. Passenger crews on these trains claimed freight rates for handling these cars on regular passenger trains.

The employees contended that trains handling a combination of freight and passenger traffic came under the category of mixed train service and, consequently, the train crews that handled such trains should be compensated at mixed train rates, retroactive to October, 1946.

The company claimed that the crews operating such trains were not entitled to freight rates inasmuch as the cars in which these freight shipments were handled were equipped for passenger train service and were handled on passenger train schedules. Moreover, waybills were forwarded under cover direct to destination, the cars moving on slip bills, and the crews were not required to handle the contents of the cars in any manner.

The parties in the dispute appeared before the Board and presented additional evidence.

The Board decided that the employee's contention was not sustained.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec, are summarized in a separate article following this.

Manufacturing

Vegetable Foods

TORONTO, ONT.—CHRISTIE, BROWN AND COMPANY LIMITED and CHRISTIE'S BREAD LIMITED and THE BAKERY and CONFECTIONARY WORKERS' INTERNATIONAL UNION of AMERICA, FACTORY BAKERS' LOCAL 264.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year until a new agreement has been signed or until this agreement has been cancelled or terminated by either party upon 30 days' notice. The company recognizes the union as the sole collective bargaining agent for all eligible employees. There shall be no discrimination, interference, restraint or coercion exercised or practiced by either of the parties in respect to the employees' right to membership or non-membership in the union.

Check-off: the parties agree to establish a voluntary revocable check-off for the collection of union dues.

Hours of work: biscuit department—9 hours per day Monday through Friday, a 45-hour week; cake department—8½ hours per day Monday through Friday, 5½ on Saturday, a 48-hour week; bread department—8 hours per day Sunday through Friday, a 48-hour week; biscuit department shipping—8 hours per day Monday through Friday, a 40-hour week; bread and cake shipping—8 hours per day, 6 days a week; bread—Sunday through Friday, cake—Monday through Saturday. *Overtime:* time and one-half shall be paid for all time worked in excess of the regular daily or weekly hours, "whichever is greater, but not both", and for all work performed above 40 hours in the bread and cake departments and above 36 hours in the biscuit department during a week in which either one of the 8 paid holidays occurs. Any employees working two hours or more overtime on any day shall be allowed a paid lunch period not to exceed 20 minutes; if not advised of such overtime the previous day the employee shall be entitled to a lunch ticket of 45 cents. All overtime shall be on a voluntary basis. *Rest periods:* all employees will be granted a rest period of 15 minutes for each 4 or 4½ hour shift.

The company will provide at least two new uniforms for each employee per year, the uniforms to be paid for and maintained by the company.

Jury duty pay: the company agrees to pay a full days' pay at straight time for each working day an employee serves on any jury, but the employee will be required to turn in to the company the jury fees.

Vacations with pay: one week for employees with one years' service, two weeks for employees with three or more years' service, and three weeks for employees with 20 or more years' service.

Hourly wage rates for certain classes: biscuit department—girls (new) 59 cents, boys (new) 68 cents, men (new) 78 cents; soda bakeshop, mixing—dough mixer \$1, helper 95 cents; baking—machine captain; bakers \$1.03, peelers, extra oven men 98 cents, drawmen, sweeper 93 cents, rollerman 90 cents, stackers 88 cents; soda packing (female)—66 to 69 cents; sweet bakeshop, mixing-head mixer \$1.08, mixer 98 cents, flat brakemen and mixer 95 cents, flour dumper 96 cents, Ritz mixer 93 cents, baking—machine captain, baker (gas oven) 98 cents, upright and flat brakeman, pan feeders, oven feeders, oven take out 90 cents, oven feeders (Ritz), pan greaser 93 cents; sandwich and enrobing department, female—s and w i c h machine operator 74 cents, assistant 72 cents, sandwich packers 69 cents, bundlers, service and supply, carton formers (hand) 66 cents, truckers 78 cents; male—icing and marshmallow mixer, enrober man 98 cents, floormen 88 cents; maintenance department—electrician \$1.30, helper \$1.05, apprentices 86 cents; painters \$1.05, helpers 98 cents, engineers third class \$1.15, fourth class \$1.05, carpenters \$1.15; cake department, assembly—assemblymen 93 cents, assembly helpers 88 cents; fruit cleaning (male) 83 cents; (female) 66 cents; mixers 95 cents; scalers, bakers, icing mixers 93 cents, donut machine operator \$1.03, cleaners 92 cents, wrapping belt feeders 78 cents; icing—belt feeder and take off 66 cents, icing machine operator, hand icers 68 cents, cake decorators 70 cents; jam room—jam makers 95 cents, helpers 91 cents; bread department—girls (new) 61 cents, boys (new) 71 cents, men (new) 81 cents; dough mixers \$1.03, helpers \$1 and 98 cents; sponge mixer \$1, assembly man, divider operators, moulder operators, wrapper operators first 98 cents; wrapper operators second, bakers' helpers 96 cents; dough panners 90 cents, oven supervisors \$1.03, checkers 93 cents, wrapper feeders, conveyor men, cleaners 92 cents, relief man \$1.01; females doing light men's work 83 cents, carton formers, wrappers and packers 73 cents. For most classifications the above rates represent a 5 cent per hour increase over the previous rates.

New, inexperienced employees will be advanced 3 cents per hour every month until they reach the maximum of their classification not later than 3 months from the date of their employment.

Provision is made for seniority rights, grievance procedure, and safety and health.

**VERNON, B.C.—BULMANS LIMITED AND FRUIT
AND VEGETABLE WORKERS' UNION,
LOCAL 6.**

Agreement to be in effect from August 14, 1949, to August 13, 1950, and thereafter from year to year, subject to notice. The employer recognizes the union as the sole collective bargaining agency for all eligible employees.

Union security: the employer will give preference to members of the union in good standing for continued employment, promotion, and transfer and in the hiring of new employees. No union member may be laid off until all non-members have been laid off and no non-members may be re-employed until all competent members of the union have been offered re-employment. This provision shall not apply to employees listed on seniority lists, prior to August 14, 1949. Any employee who at the date of this agreement is, or who hereafter during the life of this agreement becomes, a member of the union shall, as a condition of continued employment, maintain membership in good standing during the life of this agreement, provided that he may withdraw from the union between July 15 and August 14 of any year, that this agreement is in force.

Check-off: the "Rand Formula" is part of the agreement.

Hours of work: from June 1 to November 30, any 8 or any 9 hours between 7 a.m. and 6 p.m. for a day shift and between 7 p.m. and 5 a.m. for a night shift. **Overtime:** between June 1 and November 30 all overtime in excess of 9 hours shall be paid for at the rate of time and one-half, and all time in excess of 11 hours at double time; between December 1 and May 31 all overtime in excess of 8 hours in any one day or 44 hours in any one week shall be paid for at the rate of time and one-half and all time worked in excess of 10 hours at double time; time and one-half will be paid for work on Sundays and on 7 specified holidays. **Rest period:** optionally at the request of the company, an individual or collective 10 minutes' rest period, morning and afternoon, with pay for all workers except those engaged in piece work, shall be allowed.

Vacation with pay: permanent employees shall qualify for one week after working for one year (not less than 250 days); seasonal employees shall qualify for vacation, or pay in lieu of vacation, on completing 6 days work, pay in lieu of vacation to be computed at the rate of one-eighth of a days pay for each week worked.

Hourly wage rates: male—scaleman or receiver 87 to 94 cents, mechanics 87 to 98 cents; mechanics helpers, dumpers, pulp makers, ketchup makers, retort man, tunnel man, label machine operator, fireman, truck drivers 82 to 87 cents; canco man (certified) 87 to 93 cents, line man 93 to 98 cents, warehouseman and shipper 82 to 94 cents, engineers third class and millwrights \$1.01 to \$1.07, engineers fourth class 96 cents to \$1.01, mobilift drivers 82 to 90 cents, general labour 74 to 82 cents, labour under 18, 61 to 67 cents; female—ticket punchers and inspectors, mould counters 72 cents, canco operators 66 to 82 cents, tray spreaders 66 to 72 cents, general help 66 cents, new help—2 weeks 60 cents, filling machine operators 66 cents; machine operators, apples—peeling and coring 66 cents, tomatoes 9 cents per pan. With one exception, the rates are the same as in the previous agreement. All female workers placed on any job or any

classification usually occupied by a male worker, must receive the rate for the male classification, provided she renders equal service. **Night shift bonus:** a premium of 3 cents per hour shall be paid to all workers on a night shift; 5 cents extra will be paid for working in freezing temperatures for 3 hours or more continuously. First-aid workers with an unexpired industrial certificate shall be employed when necessary and paid 5 cents per hour over their regular rate of pay.

Provision is made for *grievance procedure, seniority rights and safety and health.*

Pulp, Paper and Paper Products

QUEBEC, P.Q.—ANGLO-CANADIAN PULP AND PAPER MILLS, LIMITED, AND THE QUEBEC PROVINCIAL COUNCIL OF PAPER MILLS UNION, THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year, subject to notice. The company recognizes the unions as the sole bargaining agencies for all employees that come under their jurisdiction. New employees shall become members of the union within 30 days and all employees shall, as a condition of continued employment, maintain such membership in good standing.

Hours of work: 8 per day, a 48-hour week for both day and shift workers. **Overtime:** day workers—time and one-half for work performed between 5 p.m. and 8 p.m. (except when stagger crews are formed for special jobs), on Sundays and when called in for work on their day off; in the latter case and in the case where an employee, after having completed his shift and punched out, is called in for repair work between 5 p.m. and 6.30 a.m., they will receive a minimum of 4 hours' time. **Tour workers—time and one-half for Sunday work and if, after completing their shift and having been replaced by their mate, they are asked to work overtime on work other than regular shift work.** When ordered to report for work and then sent home they are to receive not less than 2 hours pay. All hourly paid employees obliged to work on 4 specified *paid holidays* will be entitled to time and one-half for the time worked on such holiday and to one day off with pay for 8 hours.

Vacations with pay: one week after one year's service, two weeks after 5 years' service and three weeks after 20 years' service; the provision for an additional week after 20 or more years' service is a new one.

Sick leave with pay: after one year's service 6 days per year at equivalent of group insurance benefits, less normal income tax deductions, if sick for not less than 12 consecutive working days.

Hourly wage rates for certain classes: paper mill department—machine tender \$2.33, back tender \$2.13, third hand \$1.74, fourth hand \$1.35, fifth hand \$1.25, sixth hand \$1.08, rewinder man \$1.35; control department—newsprint moisture tester, newsprint quality tester, pulp quality tester \$1.11, consistency tester \$1.04, sulphite moisture tester \$1.08, freeness tester \$1.06; stores department—electric trucker, general helper \$1.01, truck driver \$62.50 per week; mixing

room department—meter man \$1.09, beater man \$1.01; steam plant department—heating and ventilating man \$1.27, turbine room operator \$1.22, electric boiler operator \$1.14, others \$1.01 to \$1.09; news sheet cutter operator department—operators, inspectors \$1.12, others \$1.01 to \$1.07; wood handling department—\$1 to \$1.05; sulphite mill—cooks \$1.49, stock runner \$1.27, helpers \$1.01 to \$1.24, blow pit man \$1.07, limestone and sulphur man \$1.04, others \$1 and \$1.01; yard department—loco engineer \$1.22, brakeman \$1.09, labourers \$1; electrical department—electricians \$1.28 to \$1.50, winderman \$1.37, sub-station operator \$1.23; mechanical departments—machinists \$1.21 to \$1.37, paper mill millwrights \$1.24 to \$1.43; other millwrights, welders, blacksmiths, pipefitters \$1.21 to \$1.31; tinsmiths \$1.21 to \$1.35; carpenters, riggers \$1.21 to \$1.29; pipecoverers \$1.29 and \$1.31; painters \$1.05 to \$1.15, painter helpers \$1.02; other helpers \$1.13; apprentices \$1.02; oiler millwrights \$1.12 to \$1.27, inside labourers \$1.01. Some of the above rates represent an increase of from 1 to 3 cents per hour over the rates previously in effect. A premium of 5 cents per hour will be paid for handling dry sulphur by hand in the hold of a vessel or in a railway car to bulk storage.

Provision is made for *seniority rights and grievance adjustments*.

Non-Metallic Minerals, Chemicals, etc.

NEW GLASGOW, N.S.—STANDARD CLAY PRODUCTS LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1231.

Agreement to be in effect from August 8, 1949, to August 7, 1950, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for those employees of the company who are members of the union. The company and the union agree that there shall be no discrimination, interference, intimidation or coercion because of membership or non-membership in the union.

Check-off: the company shall deduct union dues weekly from the pay of all union members and remit same to the union.

Hours of work: the standard working time shall be 8 hours per day Monday through Friday, 5 hours on Saturday, a 45-hour week; for shift workers—8 hours per shift, 6 days a week. *Overtime* at the rate of time and one-half shall be paid for work in excess of the standard working time and for work on Sundays and 8 specified statutory holidays (except to kiln burners, watchmen and contract workers), provided that continuous shift employees shall be paid at overtime rates only for the hours worked in excess of 6 standard shifts in any one week; in the case of those who are regularly paid for more than 8 hours per shift the time credited shall be 8 hours for the day that is paid at the rate of time and one-half.

Vacation with pay: the plant will be closed down for a period of one week during the summer months and employees with over 6 months' service prior to June 30 will be granted vacation with pay, the pay to equal 2 per cent of their earnings for the calendar year ending December 31 of the preceding year. Employees with seniority of 5 years or more will be paid 3 per cent of their earnings.

Hourly wage rates: dryers 72 to 76 cents; man clinkering kilns, man unloading boiler

coal, elevator operator 71½ cents; first dry pan, moulder, night watchman, boiler firemen, men pipe turners, men pipe setters, men pipe finishers, truck drivers 76 cents; engineer, first wet pans 80 cents; second wet pans 73½ cents; repairman 84 cents; carpenter 82 cents; kilns: draw 4½ hours, set 5½ hours, 85 cents to \$1.02; kiln firemen 79 cents; man greaser 78 cents; men lifting off at press 73 cents; yard men 72 cents; tractor operator 85 cents; labour 71 cents; unloading fire-brick \$1.22 per M. The above rates are 3 cents per hour higher than in the previous agreement.

An employee may have deductions made for payment to a doctor of his own choosing, provided that at least 10 employees choose the same doctor and that the doctor has signed an agreement with the union stating the services to be rendered.

Provision is made for *seniority rights and grievance procedure*.

NIAGARA FALLS, ONT.—LIONITE ABRASIVES LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 175-F.

Agreement to be in effect from June 26, 1949, to December 15, 1950, and thereafter from year to year, subject to notice, except that the question of wage rates may be re-opened again after the original term of this agreement shall have been in effect for a period of nine months and after five months of any renewal period of one year shall have elapsed. The company recognizes the union as the exclusive collective bargaining agency for all eligible employees. There shall be no discrimination, intimidation, restraint or coercion because of membership or non-membership in the union.

Check-off: the company agrees to deduct union dues from the pay of all employees and to remit same to the union. Each new employee hired after the date of this agreement shall authorize such deduction in writing as a condition of employment and deductions shall commence within eight weeks of the starting date.

Hours: the standard work week shall be an average of 42 hours for all employees, to be worked on such days and between such hours as the company shall, from time to time, appoint. A 15 minute *rest period* at 11 a.m. 6 p.m. and 2 a.m. for all employees shall be continued.

Overtime: time and one-half shall be paid (a) for all hours worked in excess of 8 hours in any day or 42 hours in any week; weekly overtime for all employees, other than maintenance department, will apply to all hours worked in excess of 40 for three-quarters of the weeks and 48 for one-quarter of the weeks and the schedule of the work crew in which the employee finishes the payroll week shall govern; (b) for all hours worked by a day worker on payroll days starting on Sunday; (c) for all hours worked by a shift worker on the seventh consecutive payroll day, worked by an individual in a payroll week. Double time will be paid for all work performed on 7 specified *paid holidays*.

Vacation with pay: one week to employees with one year's seniority, 2 weeks to employees with 3 years' seniority and 3 weeks to employees with 15 years' seniority prior to September 15 in the current year, with pay equal to 2 per cent, 4 per cent and 6 per cent respectively of the employees' gross earnings during 52 weeks ending immediately before April 1 of the current year.

Hourly wage rates for certain classes: general labour \$1.06 to \$1.10; lionite plant—abrasive selectors \$1.10 to \$1.20; furnace preparation man, feed man \$1.13; screen man \$1.10; crusher operator \$1.12; crane man \$1.18; mix man \$1.14; ingot breaker \$1.16; furnace operator \$1.21; carbonite plant—furnace attendant \$1.21; mix man, drier operator \$1.15; car loader and unloader \$1.12; helpers \$1.10; crane man \$1.18; electricians, mechanics, machinists and welders—mechanical leader \$1.36, class A \$1.31, class B \$1.22; class C \$1.13, helper \$1.10, helper and storekeeper \$1.12. An *off-shift premium* of 5 cents per hour will be paid for the first 8 hours of work started between 12 noon and 7.59 p.m., and of 7 cents per hour for the first 8 hours of work started between 8 p.m. and 3.59 a.m.

Provision is made for *seniority rights* and *grievance procedure*.

HAMILTON, ONT.—THE SOVEREIGN POTTERS LIMITED AND NATIONAL UNION OF POTTERY WORKERS, LOCAL 4 (CCL).

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year, subject to notice. *Union shop*: effective 30 days after signing this agreement or, in the case of new employees, after being employed for 30 days all employees are required to become members of the union and to remain in good standing for the duration of this agreement as a condition of employment.

Check-off: the company agrees to a compulsory irrevocable dues-deduction arrangement and all union initiation fees, monthly dues, assessments or levies shall be deducted monthly from the first pay of all eligible employees.

Hours: 9 per day, 5 days a week, a 45-hour week, except in the case of boilermen, decorating kiln, kiln firemen, etc., when the hours of work shall be 8 per shift, 6 shifts a week. *Overtime*: all time worked in excess of standard working hours in any one shift and on Saturdays (except in the case of watchmen, boilermen and continuous shifts) shall be paid for at the rate of time and one-half for the first four hours and at double time thereafter. All time worked on Sundays (except in the case of watchmen, etc.) and on 8 *paid statutory holidays* shall be paid for at the rates of double time and double time and one-half respectively. Overtime shall be optional with the employee unless given 24 hours' notice. On statutory holidays it shall be entirely at the option of the employee (except in the case of watchmen, etc.). All employees required to work two hours or more overtime before or after completing a standard work shift shall be given a meal allowance. There shall be a 10 minute *rest period* in the first and last half of all shifts.

Vacations with pay: one week to employees with less than 2 years' service as of June 30, two weeks to employees with 2 or more years' service, with pay equal to 2 per cent and 4 per cent respectively of gross annual earnings.

Hourly wage rates: minimum hiring rate for all male employees 93 cents, for female employees 72 cents; minimum after completion of probationary period for male employees \$1, for female employees 80 cents; charge hands 10 cents above maximum rate for class of work under his direction. A *shift bonus* of 5 cents and 7 cents per hour

shall be paid for time worked on afternoon and night shifts respectively. The principle of equal pay for equal work shall apply, regardless of sex or age.

Accident compensation: when an employee is injured in the performance of duties during working hours, the company shall pay such employee the difference between the Workmen's Compensation Board payment and his regular wage rate.

A *group retirement plan* is part of this agreement. The costs of this plan are to be shared between the employer and the employee. The normal retirement age is 60 for females and from 65 to 70 for males. Males become eligible after 3 years of service and age 25 or over, females after 5 years of service and age 25 or over. A *life insurance and health plan* shall become part of this agreement. Its cost is to be borne jointly by the employees and the employer. The plan includes: (a) *Group Life Insurance* covering death and permanent disability prior to age 60. In the event of leaving employment an individual life or endowment contract may be obtained within 31 days without medical examination; (b) *Sickness and Accident Insurance*: Weekly Income Benefit provides a weekly income to employees unable to work because of accident or sickness, provided they are under the care of a legally licensed physician or surgeon. Hospital, Surgical and Medical Benefits for employees and their dependents provide for reimbursement within specified limits, for charges made by the hospital, for fees charged for surgical operations and for medical treatment.

Provision is made for *seniority rights*, *grievance procedure* and *health and safety*.

ST. MARY'S, ONT.—ST. MARY'S CEMENT COMPANY LIMITED AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 15.

Agreement to be in effect from August 1, 1949, to July 31, 1950, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive bargaining agency of all eligible employees.

Union security: all present members and all new employees who may become members of the union shall, as a condition of employment, maintain their membership during the life of this agreement. There will be no discrimination, intimidation, interference, restraint or coercion either by the company or the union because of membership or non-membership in the union.

Check-off: the company agrees to deduct union dues from the pay cheque of union members, who authorize the company to do so during the life of this agreement, and to remit same to the union.

Hours: for day workers—from May 1 to October 31, 9 hours per day Monday through Thursday, 8 hours on Friday and 4 hours on Saturday; from November 1 to April 30, 8 hours per day Monday through Saturday, for shift workers—8 continuous hours per day, eating their lunch when they may; a 48-hour week in either case. *Overtime*: time and one-half shall be paid for all work in excess of 48 hours a week and for all work on 5 specified statutory holidays, provided that an employee will forfeit his right to overtime rates of pay for one statutory holiday for each day or part thereof which he is absent without authorization in excess of two days a year.

Vacation with pay: one week to employees with one year's service; employees with 5 or more years' service shall have the choice of taking either one week between April 1 and November 30, or two weeks between December 1 and March 31. The company may direct that all vacation be taken during a shut down period between May 1 and October 30. Vacation pay for employees entitled to one week's vacation will be equal to 2 per cent, and for employees with over 5 years' service to 4 per cent of their earnings for the 12 months preceding their vacation.

The company agrees that seniority will be given due consideration in making promotions, lay-offs and rehiring, together with the relative skill, merit and ability of the employee concerned.

Hourly wage rates and differentials: new employees 80½ cents, basic rate 83 cents, shift worker (unclassified) 85½ (5) cents, mill operator 88 (5) cents, kiln burner \$1.01 (5), brusher 94 cents, drills and hoists 88 cents; electric shovel, big \$1.12, small \$1.05; Diesel shovel \$1.05, dozer Diesel 93 cents, trucks Diesel 88 cents, trucks petrol 85½ cents, sub. foreman repairs 93 cents, repairman 88 (5) cents, repair helper 83 cents; sub station—operators 90½ (5) cents; repairs first class 95 (5) cents, second class 90½ (5) cents, third class 84 (5) cents; motor cleaner 83 cents; machine shop—sub. foreman \$1; machinist first class 95½ cents, second class 88 cents; welder first class 98 cents, second class 88 cents; blacksmith 93 cents; carpenter first class \$1.03, second class 93 cents; painter 88 cents. **Cost of living bonus:** to the above basic rates will be added one-half cent per hour for every increase of one point which the Dominion Bureau of Statistics "Cost of Living Index" rises above 154 and similarly for every point decrease in the "Cost-of-Living Index" one-half cent per hour will be deducted, but deductions will not move below 154 during the life of this agreement.

Provision is made for *grievance procedure*.

Construction

VANCOUVER, B.C.—CERTAIN SHEET METAL AND ROOFING FIRMS OF THE CITY OF VANCOUVER AND THE SHEET METAL WORKERS INTERNATIONAL ASSOCIATION, LOCAL 280.

Agreement to be in effect from September 1, 1949, to August 31, 1950, and thereafter from year to year, subject to 90 days' notice. The contractors agree to employ union members when available and the union agrees to work only for firms who agree to comply with the working rules and wage scales as set out in this agreement. The contractors will not request members of the union to install any material that is considered unfair unless same is covered by patent rights.

Hours: 8 hours per day between 8 a.m. and 5 p.m. Monday through Friday, a 40-hour week. No work shall be performed between 5 p.m. Friday and 8 a.m. Monday, except in case of emergency. **Overtime:** time and one-half for the first 4 hours immediately following the regular quitting time, and double time thereafter; time and one-half for work done on Saturday morning and double time for work done on Saturday afternoon, Sunday and 9 specified legal holidays. However, for domestic automatic heating equipment, one man in each shop may work on service calls Saturday morning at straight

time. In special cases a night shift may be worked at straight time, provided that it is continued for three consecutive working days or more, and that it is paid for at the rate of 8 hours' pay for 7½ hours work. If a third shift is necessary it shall be arranged with the business representative.

Vacation with pay: one week as provided by provincial law. It shall be a violation of union rules for an employee to forego this vacation or to work for wages during the vacation period.

Wage rates: commencing October 1, 1949, the minimum rate of wages for journeymen shall be \$1.70 per hour. This is an increase of 5 cents per hour over the previous rate.

Out-of-town jobs: all employees required on out-of-town jobs shall receive transportation to and from the job and board and lodging at the usual standard rates shall be paid. Standard meals while travelling shall be paid and in the case of night travel, sleeper shall be provided. Travelling time shall be paid but not more than 8 hours in a 24-hour day. On any job over 90 days' duration the contractor shall provide first class transportation to the city every 3 months. Where an employee is requested to use his own car to and from the job the contractor shall provide the necessary protective insurance and pay mileage at the rate of 10 cents per mile.

Apprentices: all apprentices shall be employed in accordance with the provisions of the British Columbia Apprenticeship Act. Each contractor shall be allowed one apprentice for the shop and one additional apprentice for each four qualified journeymen regularly employed. For the first four years all apprentices shall be under the supervision of journeymen on all work outside the shop.

Provision is made for *grievance procedure*.

Transportation and Public Utilities

Electricity and Gas

TORONTO, ONT.—THE CONSUMERS' GAS COMPANY OF TORONTO AND THE INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 161.

Agreement to be in effect from July 8, 1949, to July 7, 1951, and thereafter subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Union security: all employees who are members of the union as of February 1, 1949, or who become members thereafter, must, as a condition of employment, remain members in good standing. New employees who enter the company's service on or after February 1, 1949, shall, as a condition of continued employment, become members of the union on the completion of 3 months' employment. There shall be no discrimination, intimidation, or coercion by the company or the union because of membership or non-membership in the union.

Check-off: the company agrees to deduct union dues weekly from the wages of all union members and to remit same to the union. It also agrees to deduct an initiation fee from the wages of all new employees and one special assessment during the term of this agreement.

Hours: with a few exceptions, employees are to work a basic 42-hour week, a reduction of 2 hours from the previous agreement. The hours of work vary with the

different departments: in some, employees work rotating 8-hour shifts averaging 42 hours per week in each 8-week period, in others they work alternating 5 and 6 days per week averaging 42 hours per week in each 4 week period, etc. Hours of work may be changed by mutual agreement. Sixty days prior to the expiration of the first year of this agreement the union may require the company to establish a 40-hour week at the same basic hourly rate.

Overtime: time and one-half for work beyond the regularly assigned hours in any one day or in any one week, except in the case of employees in the meter reading division and the fitting department emergency crew who will be paid straight time for such extra time. An employee who has to work on his regular day off will be given equivalent time off without pay in lieu thereof. Employees called upon to change their day or night off on less than 48 hours' notice shall receive double time for that day or night. Except for work regularly performed on Saturdays, Sundays and holidays, all work on these days is to be paid for at time and one-half. Employees required to work 3 or more hours of overtime, continuous with their regular working days will be paid a meal allowance. Eight specified *paid holidays* (or alternative days) will be granted to employees with 3 or more months' service.

Vacation with pay: one week after one year's service, two weeks after 2 years' service, 3 weeks after 25 years' service. One day's leave with pay will be granted to an employee in case of a death in his immediate family.

Basic hourly wage rates for certain classes: Fitting Department—special fitters \$1.27, fitters \$1.10 to \$1.22, helpers 80 cents to \$1.05, emergency crew fitters \$53.34 per week, emergency crew drivers \$51.24 per week. Meter Repair Department—meter repairers and testers \$1.10 to \$1.27, helpers 80 cents to \$1.05, meter preparers and painters \$1.15. Stores Department—stock-keepers, appliance adjusters and testers, yard man \$1.16, truck drivers \$1.13, helpers \$1.08. Mechanical Department—carpenters, painters, automobile mechanics \$1.20 to \$1.30, plumber, blacksmith \$1.30, tire man \$1.25, welder \$1.35, general utility man \$1.16, watchmen \$44.78 per week (48 hours). Street Department—syphon men \$51.45 per week, night repairmen \$1.22, gasmen \$1.17 to \$1.30, labourers \$1.03. Meter Reading

Department—meter readers \$42.66 to \$48.30 per week. Manufacturing Department—retort house operators \$1.23, main cleaners, flue cleaners \$1.18, cesspool cleaners \$1.13, tar mains cleaner \$1.16; retort house cleaners, washroom attendant \$1.08; water gas makers \$1.23, helpers \$1.16; water gas rake-out men \$1.13. Engine and Boiler Rooms—engineers \$1.20 to \$1.35, valve house booster operators, firemen and oilers (no certificate) \$1.18, trimmers and ashmen \$1.13, condensing house operators \$1.24, helpers \$1.15; boiler maintenance men \$1.20, helpers \$1.08. Yard Department—\$1.03 to \$1.18. Distribution Division maintenance men when working on mains suspended under bridges will be paid at the rate of time and one-half. With a few exceptions the above basic rates are 6 cents per hour higher than the basic rates previously in effect (the cost-of-living bonus granted under the terms of the previous agreement amounted to 6 cents per hour as of August 1, 1948). The company will pay a *cost-of-living bonus* of 3 cents per hour effective from February 1, 1949. This bonus will be automatically increased or decreased by $\frac{1}{2}$ cents per hour for each rise or fall of 2 points in the official cost-of-living index, the adjustments to be measured from the index figure of 159.5.

Sick benefits: an employee who is absent from work on account of illness for not less than 3 work days shall be paid half his basic pay for a period of not more than 8 weeks for any one illness, or in each 12 months' period of the term of this agreement. For employees with more than 10 years' continuous service this payment will be extended to a maximum of 13 weeks in each 12 months' period. When a veteran is called before a medical board by the Department of Veterans Affairs he shall receive the difference in pay between that which is paid him by the DVA and his regular pay for the day of absence. If an employee receives benefits under the Workmen's Compensation Act or the Post Discharge Re-establishment Order of 1941, as amended, benefits will not be paid him under the company plan. However, if his absence is too short to entitle him to benefits under the Act or Order he will be granted sick pay under the plan. Eligible employees living in the area supplied with gas by the company, shall be entitled to medical attention by a doctor appointed by the company in consultation with the union.

Provision is made for *seniority rights* and *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one first and one new agreement and the amendment of ten others. In addition to those summarized below, they include: the amendment of the agreement for grocers and butchers at Joliette published in the *Quebec Official Gazette*, issue of November 5.

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which

concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Requests for amendments to the agreements for the sheet metal manufacturing industry at Montreal and for the building trades at Sherbrooke were gazetted October 22; requests for the amendment of the agreements for garages and service stations at Montreal, for wholesale food stores at Quebec and for tannery employees for the province were gazetted October 29. Requests for amendments to the agreements for the wholesale fur industry and for building trades, both at Montreal, for retail stores at Granby, at Richmond and Melbourne and at Windsor, for the building materials industry for the province, for barbers and hairdressers at Quebec and Sherbrooke and requests for new agreements for bakers, pastry-workers and salesmen at Granby and for the printing trades at Chicoutimi, were published in the *Quebec Official Gazette*, issue of November 12.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC.

Orders in Council, dated October 27, and gazetted October 29 and November 5, amend the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65, and previous issues).

This agreement is to remain in effect until September 1, 1950, and thereafter from year to year, subject to notice.

The description of operations and classifications is amended by the addition of several new operations.

Vacation: the method of computing the 2 weeks vacation with pay for all employees with one year's service is changed.

There are also new provisions governing claims and readjustments in wages.

Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 13, and gazetted October 22, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48; June, 1948, p. 619; Aug., 1949, p. 987, and previous issues).

Holidays: two additional holidays with pay, Good Friday and Dominion Day, increasing the number of specified legal paid holidays to 5.

Provisions governing the contracting system have been instituted whereby in cases where work is sent out to be done by outside shops, contractors, etc., the employer who sends out such work shall supply to the Joint Committees of the Ladies' Cloak and Suit Industry, not later than the day it is sent out, information covering the quantity of

garments sent, style numbers of each, date on which the work is sent, the name of the person or persons to whom it is sent, the price per each garment and the prevailing rates of pay for comparable garments made in the employer's shop.

All piece-work prices and rates and all week work wages and rates paid by the outside shops, contractors, etc. shall not be lower than those paid by the employer who sends out such work.

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 27, and gazetted November 5, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 627, July, p. 930, Sept., p. 1249, Nov., p. 1583; April, 1948, p. 332; May, 1949, p. 604, and previous issues).

Vacation: employees who have not completed one year's continuous service are entitled to a continuous annual vacation with pay, having a minimum duration of as many 5-12's of working days as the number of calendar months during which they have been continuously employed.

This amendment also effects certain changes in the regulations relative to necessary information with which the employers and home-workers must furnish the "Joint Commission" for the Dress Industry for the Province of Quebec.

FASHION ACCESSORIES INDUSTRY, MONTREAL.

An Order in Council, dated October 27, and gazetted November 5, amends the previous Order in Council for this industry (L.G., April, 1948, p. 332).

In this amendment the words "Fashion Accessories Industry" are substituted for the words "Embroidery Industry" wherever the latter are mentioned in the agreement and its amendments for this industry.

Minimum hourly wage rate for apprentice Bonnaz operators is increased by 5 cents to 35 cents per hour during the first 6 months and by 10 cents to 85 cents per hour during eighth 6 months; apprentice frozen handle Bonnaz operators receive 35 cents per hour during the first 6 months to 53 cents per hour during the fourth 6 months after which period they shall be considered skilled operators and receive a minimum rate of 60 cents per hour.

Vacation: the vacation period for this industry is specified as the first 2 weeks in July and all employees with one year of continuous service are entitled to 7 days vacation with pay.

Metal Products

MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated October 27, and gazetted November 5, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67, Oct., p. 1247).

Apprenticeship regulations are amended by providing that at the end of his apprenticeship period every apprentice is entitled to a 10 per cent increase on the wages of a fourth year apprentice and to a second 10 per cent increase after an additional period of not less than 6 months. According to the result of an examination held at that time and which may be repeated if necessary after

each additional apprenticeship period of one year, an apprentice is classified as journeyman or remains fourth class apprentice, second 10 per cent.

GARAGES AND SERVICE STATIONS, RIMOUSKI.

An Order in Council, dated November 10, and gazetted November 19, makes obligatory the terms of a new agreement between The Retail Merchants of Canada (Quebec), "Section de l'Auto-Voiture, Succursale de Rimouski" and "Le Syndicat Catholique des Employés de Garages de Rimouski inc."

This agreement to be in effect from November 19, 1949, until August 31, 1950, and thereafter from year to year, subject to notice.

The agreement governs employers, professional employers, artisans and employees of garages, service stations, parking grounds, scrapping yards, machine shops and automobile parts or accessories establishments. It does not cover industrial establishments operating accessorially a garage, machine shop, a service station or a gasoline station, inasmuch as they limit exclusively their services to their own needs and do no work for public customers.

Territorial jurisdiction comprises the town of Rimouski and within a radius of 3 miles from its limits.

Hours: 10 per day, 6 days in a week. Working hours to be distributed between the hours of 7 a.m. and 11 p.m., Monday to Friday inclusive and on Saturday between 7 a.m. and 6 p.m.

Overtime: all work in excess of 60 hours in any one week shall be paid for at the rate of time and one-half. For work on Sunday, double time, in accordance with provisions of the Weekly Day of Rest Act, to all employees except service men who shall receive their regular rate increased by 10 per cent.

Specified holidays: all employees shall be granted 2 specified holidays with pay, St. John the Baptist Day and Labour Day. Provision is made for 6 other specified holidays without pay.

Minimum hourly wage rates: mechanic, fitter, machinist, electrician, body-man, wheelwright, welder, painter, upholsterer, glazier and vulcanizer class "A" 95 cents, class "B" 80 cents and class "C" 65 cents; service man from 35 cents per hour during first year to 60 cents during the fourth year; stock room clerk during first year 28 cents per hour to 34 cents per hour in the second year, class "A" 68 cents per hour, class "B" 54 cents per hour and class "C" 44 cents per hour; apprentices from 35 cents per hour during first year to 60 cents per hour during fourth year.

In the case of the second shift, from 7 p.m. to 7 a.m., the regular day rate shall be increased by 10 per cent. Work commenced before 6 p.m. which must not be interrupted, may be performed at the regular rate until 7 p.m.

Vacation: employees with one continuous year's service are entitled to 7 days, comprising 6 working days, vacation with pay. This vacation may consist of 6 non-consecutive working days upon mutual consent of the employer and employee.

Special provisions: any employee called to work less than the regular working day shall be entitled to 4 hours pay per call at the regular rate; when called for a given time

and required to wait to be put to work he shall be paid at the regular rate for such waiting time.

No employee in the trades of the automobile industry shall ply his trade in an establishment other than those defined in this agreement.

Any employee working on Sunday is entitled to a complete day of rest during 6 days preceding or following such Sunday.

Provision is made for apprenticeship regulations.

Non-Metallic Minerals and Chemicals

PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 27, and gazetted November 12, amends the previous Order in Council for this industry (L.G., Oct., 1948, p. 1127).

This amendment deletes the provision governing minimum wage rate for female employees in all factory departments and substitutes the following in its place.

Minimum hourly wage rate for boys under 18 in all factory departments is set at 50 cents per hour.

The number of boys shall not exceed 1 to every 8 employees in each plant.

Construction

MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

See above, under "Manufacturing: Metal Products".

BUILDING TRADES, SOREL.

An Order in Council, dated November 2, and gazetted November 12, amends the previous Orders in Council for this industry (L.G., Oct., 1946, p. 1446, Dec., p. 1773; April, 1947, p. 544, Dec., p. 1804, Jan.-Feb., 1948, p. 51, and previous issues).

Territorial jurisdiction: the town of Bolœil is not governed by the provisions of the present agreement in so far as repair or maintenance work on its own buildings, construction, rebuilding and maintenance on aqueducts, sewers, etc. are concerned unless such operations are carried out by contractors or sub-contractors under control of or by contract for said town.

BUILDING TRADES, HULL.

An Order in Council, dated November 10, and published in the *Quebec Official Gazette*, issue of November 12, makes obligatory the terms of a new agreement between "L'Association des Entrepreneurs du District de Hull, inc.," and certain other employers and "Le Conseil des Métiers de la Construction du diocèse d'Ottawa, inc."

This agreement becomes effective November 12, 1949, and shall remain in force for one year, and thereafter from year to year, subject to notice.

It applies to all construction, engineering construction and building operations, demolitions and repairs excepting such operations performed by municipal and railway employees.

Territorial jurisdiction comprises the county of Hull and cities and towns in the counties of Gatineau, Papineau, Pontiac, Labelle and Temiscamingue. This area is divided into

two zones: zone I, the city of Hull and territory included in a 10 mile radius from its limits; zone II comprises the balance of the territorial jurisdiction.

Hours: for qualified tradesmen, 8 per day, 4 on Saturday, a 44 hour week; for labourers 9 per day, 5 on Saturday, a 50 hour week. In zone II duration of labour is 55 hours per week, 10 per day and 5 on Saturday. In both zones 2 or more shifts may be allowed provided each shift works 7 or more hours per day.

Overtime: time and one-half until midnight, thereafter and for all work on Sundays and 9 specified legal holidays including church holy days, double time.

Vacation: employees continuously in the service of one employer during vacation-with-pay credit period, May 1 of one year to April 30 of next, are entitled to 7 consecutive days vacation. All employees are to receive credit for vacation pay equal to 2 per cent of their wages during the year, which is redeemable from the Commission after April 30 each year.

Minimum Hourly Wage Rates for the Building Trades, Hull

	Rates per hour Zones	
	I	II
Bricklayer	\$1.55	\$1.10
Caulker	.75	.65
Carpenter-joiner and millwright.	1.30	1.05
Truck driver—construction.....	.75	.70
Tractor operator	.90	.90
Bulldozer operator	1.25	1.10
Fireman (construction)	.85	.70
Roofer (asbestos, slate and tile)	.90	.70
Roofer (composition)	.90	.70
Electrician	1.05	1.00
Cement finisher	.85	.80
Mastic floor finisher.....	.85	.70
Driller and breaker.....	.80	.70
Blacksmith	.90	.85
Blacksmith (drill sharpener).....	.95	.95
Rigger	.80	.80
Oiler	.75	.70
Kettleman	.75	.70
Mason	1.55	1.10
Labourer, common worker:		
Until January 1, 1950.....	.75	.65
After January 1, 1950.....	.80	.65
Mechanic-construction	.95	.90
Concrete steel or rod reinforcing worker	.85	.70
Sheet metal worker (erection).....	1.40	1.00
Painter, decorator	1.10	.90
Painter, pneumatic machine....	1.20	1.00
Plasterer	1.30	1.00
Divers	2.25	2.25
Screen (wood or metal), sash, window, steel partitions erector	1.30	1.05
Weatherstripper	1.30	1.05
Lather (wood)	1.30	.70
Lather (metal)	1.30	.85
Marble layer.....	1.00	.90
Mastic floor layer.....	.85	.70
Terrazzo setter.....	.80	.70
Tile layer.....	.90	.80
Freight elevator operator.....	.90	.80
Mixer operator.....	.85	.70
Compressor operator.....	.85	.70
Cribman	1.00	.95
Crane operator.....	1.15	1.15
Shovel operator.....	1.40	1.25
Pump operator.....	.85	.80
Terrazzo polishing machine operator (dry polishing)....	.75	.70

	Rates per hour Zones	
	I	II
Terrazzo polishing machine operator (wet polishing)....	.75	.65
Welder	.95	.95
Stonecutter	1.55	1.00
Ornamental iron worker.....	.85	.85
Glazier	1.10	.90
Painter (structural steel).....	1.25	1.25
Structural steel erector and welder (all categories)....	1.35	1.35
Construction boiler maker, steam generator erector and mechanics and welder ¹	1.35	1.35
Helper to construction boiler maker, steam generator erector and mechanics and welder	1.00	1.00

¹ Workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less work 55 hours per week and are paid a minimum of \$1.05 per hour and their helpers a minimum of 80 cents per hour.

Wage rates shown for lathers (wood) and stonecutters are increased by 50 cents per hour in zone I and by 10 cents per hour in zone II; lathers, metal, by 40 cents per hour in zone I and by 10 cents in zone II; bricklayers, masons, and sheet metal workers (erection) by 30 cents per hour in zone I and all 3 classifications by 10 cents in zone II; bulldozer operators, divers, screen (wood and metal), sash, window, steel partitions erectors, weatherstrippers and painters (structural steel) by 25 cents per hour in zones I and II excepting bulldozer operators, whose rate in zone II is increased by 10 cents per hour; structural steel erectors and welders (all categories), construction boiler makers, steam generator mechanics and welders by 24 cents per hour in both zones. All other classifications are increased from 5 cents to 16 cents per hour in zone I (predominant increase 5 cents), while in zone II rates for all other classifications are increased by from 5 cents to 15 cents per hour (predominant increase 10 cents per hour); weekly wage rates for watchmen are increased by \$5 per week to \$30; monthly wage rates for material checker and time-keeper by \$10 to \$125 per month.

Maintenance repair work done in buildings by journeymen painters, carpenter-joiners and plasterers not requiring more than one 8-hour day are exempted from the provisions of this agreement. All urgent or special work which, for sufficient reason cannot be performed during regular working periods may be done at other periods of the day; such work to be paid at the regular hourly rates increased by 10 cents per hour. Carpenters-joiners, bricklayers, masons, plasterers, painters, concrete steel or rod reinforcing workers and common labourers usually dwelling in zone I, shall be paid the rate fixed for this zone, if they are hired to perform work in zone II.

Apprenticeship: one apprentice is allowed to every 6 journeymen for most trades; however, for bricklayers the number of apprentices is restricted to one for each 3 journeymen and for the structural steel trade the quota is one apprentice to each 5 mechanics; in zone II the percentage shall be one apprentice to each 2 journeyman or fraction thereof. The period of apprenticeship for most trades is 4 years but for

cement finishers and wood lathers it is 3 years and for ornamental iron workers 2 years.

Apprentices' wages are based on a percentage of the journeymen's minimum wages: in zone I, from 30 per cent of journeymen's rate for first year, in those trades with an apprenticeship of 4 years, from 45 per cent, for first year, for those with a 3 year apprenticeship to 75 per cent of journeymen's rate for last year of apprenticeship; in zone II, the percentages are 10 per cent higher in all instances cited above; for structural steel workers 70 per cent of journeymen's rate in the first year and 85 per cent in the second year.

Maintenance workers: this section of the agreement applies to all maintenance men permanently employed in churches, colleges, convents, hospitals, etc., or in public or office buildings, dwellings, hotels, manufacturing establishments or stores.

Hours: 48 per week with no daily limitation.

Overtime: all such work shall be paid in accordance with the hourly rate specified in

the particular classification concerned; the exceptions are maintenance men whose yearly salary is \$1,560 or over, such workers need not be paid overtime for emergency calls.

Minimum weekly wage rates for tradesmen in zone I, \$24.40, for labourers \$19.40 per week; in zone II, \$22.40 for tradesmen and \$17.40 per week for labourers. These rates remain unchanged in both zones.

Trade

HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated October 27, and gazetted November 12, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, Sept., p. 1308; April, 1948, p. 335, Nov., p. 1248; Dec., 1949, p. 1559, and previous issues).

Overtime for all work on Saturday after 1 p.m., from June 15 to September 15, is increased from time and one-half to double time.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During October

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of October the Department of Labour prepared 151 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 98 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture.	1	\$ 90,399.00
Canadian Commercial Corporation.	6,279	6,301,868.79
Post Office.	14	54,090.62
Public Works.	3	80,015.23
R.C.M.P.	6	129,402.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Minnedosa, Man.	Construction of the Minnedosa Dam	Stratton Engineering Co. Ltd., Winnipeg, Man.	\$ 91,118 70	April 1, 1949
Rose Valley, B.C.	Division works from Bear Creek into Rose Valley, B.C. (Westbank Project).	Interior Contracting Co. Ltd., Penticton, B.C.	146,934 25	June 14, 1949
Cardston, Alta.	Construction of a weir on the Belly River near Cardston.	Remington Brothers, Cardston, Alta.	35,376 55	March 23, 1949
Canadian Commercial Corporation				
Greenwood, N.S.	Landreaping at Permanent Married Quarters, R.C.A.F.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	\$ 22,040 00	Aug. 11, 1949
Halifax, N.S.	Replaning of a portion of Jetty No. 9, H.M.C. Dockyard.	Walker & Hall, Halifax, N.S.	5,850 00	Nov. 8, 1949
Halifax, N.S.	Renovating of building No. 41, Garrison Barracks.	Douglas Bros. Ltd., Montreal, 16 P.Q.	6,497 60	Oct. 26, 1949
Halifax, N.S.	Improvement to Parade Square, Garrison Barracks.	Municipal Spraying & Contracting Ltd., Halifax, N.S.	5,684 00	Oct. 26, 1949
Chatham, N.B.	Structural alterations, partitioning, additions, shelving, plumbing, heating, electrical work and installation of new equipment in nine buildings and three new small buildings and the installation of petroleum storage and fire alarm systems at the R.C.A.F. Station.	John Flood & Sons Ltd., Saint John, N.B.	160,000 00	Nov. 2, 1949
Bouchard, P.Q.	Asphalt surfacing of gravel roads, No. 34 O.A.D.	Charles Duranseau Ltd., Montreal, P.Q.	2,775 00	July 26, 1949
Bouchard, P.Q.	Construction of concrete foundations for two apartment blocks, No. 34 O.A.D.	Alexandre Duranseau, Montreal, P.Q.	6,500 00	July 19, 1949
Montreal, P.Q.	Asphalt resurfacing of parade ground, No. 25 Central Ordnance Depot.	Charles Duranseau, Ltd., Montreal, P.Q.	5,640 00	Oct. 21, 1949
Quebec, P.Q.	Asphalt paving at the Citadel.	Union Quarries & Paving Ltd., Quebec, P.Q.	23,380 00	Oct. 7, 1949
Quebec, P.Q.	Installation of a new heating system, Grande Allee Armoury.	J. A. Y. Bozard Inc., Quebec, P.Q.	32,565 00	May 17, 1949
St. Johns, P.Q.	Repair and renewal of sidewalks, St. Johns Barracks.	Lemieux & Fiere, St. John, P.Q.	5,455 00	July 5, 1949
Rock Island, P.Q.	Rewiring of Armoury.	Donaud Electric Reg. d. Sherbrooke, P.Q.	4,400 00	Aug. 3, 1949
Sherbrooke, P.Q.	Installation of a low pressure steam heating system and the construction of a boiler room and chimney, Armoury.	L. Massicotte & Carreau Ltee., Cap de la Madeleine, P.Q.	12,975 00	June 28, 1949
Valcartier, P.Q.	Construction of a water main, Canadian Armament Research and Development Establishment.	Magloire Cauchon Ltee., Quebec, P.Q.	9,100 00	Nov. 1, 1949
Barriefield, Ont.	Construction of an "Other Ranks" mess R.C.E.M.E. School.	Schutt Construction Ltd., Kingston, Ont.	133,504 00	Nov. 15, 1949
Camp Borden, Ont.	Interior painting of building P. 65, R.C.A.S.C.	National Painting & Decorating Ltd., Toronto, Ont.	3,610 00	June 27, 1949
Kingston, Ont.	Installation of a new heating system in the Stone Frigate Building at the Royal Military College.	Williams Bros., Ottawa, Ont.	7,400 00	Oct. 7, 1949
London, Ont.	Asphaltic surfacing of floors in buildings Nos. 9, 10, 11 and 12, Central Ordnance Depot.	London Sand and Stone Ltd., London, Ont.	14,400 00	Oct. 7, 1949
London, Ont.	Construction of a boiler house and installation of a heating system in the Erie Building, Wolseley Barracks.	Rhame Bros. Ltd., London, Ont.	9,779 00	Oct. 27, 1949
Ottawa, Ont.	Laying a suitable surface over the existing concrete floor in the Beach Building.	Garla Flooring & Supply Co. Ltd., Toronto, Ont.	6,934 00	Nov. 10, 1949
Ottawa, Ont.	Construction of a chain link and ornamental fence, Beaver Barracks.	Frost Steel and Wire Co. Ltd., Montreal, P.Q.	2,626 65	June 13, 1949
Sault Ste. Marie, Ont.	Construction of an Armoury.	Pigott Construction Company Ltd., Hamilton, Ont.	890,096 00	Nov. 10, 1949
Trenton, Ont.	Construction and rehabilitation of Turret Bomber Range, R.C.A.F. Station.	H.J. McFarland Construction Company, Ltd., Picton, Ont.	29,346 29	Nov. 16, 1949
Wallaceburg, Ont.	Repairs and alterations to a factory building to provide suitable Armoury accommodation.	Mac Construction Co., Wallaceburg, Ont.	17,807 00	Nov. 4, 1949
Weston, Ont.	Improvement of drainage and surfacing of roads, No. 1 Supply Depot.	Scott-Jackson Construction Ltd., New Toronto, Ont.	7,277 00	July 22, 1949
Winona, Ont.	Construction of three permeable groynes Rifle Range.	Stuart MacKenzie, Toronto, Ont.	17,262 00	Nov. 4, 1949
Camp Shilo, Man.	Replacement of 50,000 gallon wood water tank with a steel tank of the same capacity and repairs to existing 50,000 gallon hemispherical bottom tank.	Horton Steel Works Ltd., Toronto, Ont.	28,425 00	Oct. 7, 1949

Fort Churchill, Man.	Erection of a D/F Station.	The Foundation Company of Canada Ltd., Montreal, P.Q.	\$ 11,982 00	Nov. 5, 1949
Winnipeg, Man.	Construction of a Remote Receiver building and the installation of the required services (plumbing and drainage, heating, ventilating and air conditioning, electrical, diesel engines and generators) at the R.C.A.F. Station.	Commonwealth Construction Co. Ltd., Winnipeg, Man.	184,223 00	Nov. 8, 1949
Winnipeg, Man.	Construction of a Transmitter Station, R.C.A.F. Station.	Claydon Company Ltd., Winnipeg, Man.	241,500 00	July 13, 1949
Suffield, Alta.	Construction of an extension and alterations to the existing power line at the Department of National Defence (Defence Research Board) Experimental Station.	Ness Electric Co., Medicine Hat, Alta.	15,780 00	Nov. 1, 1949
Wainwright, Alta.	Erection of one Domex building.	Disher Steel Construction Co. Ltd., Toronto, Ont.	39,000 00	Nov. 1, 1949
Beaton River, B.C.	Painting and repairs to buildings Nos. 1, 2, 3, 4, 5 and 6 at R.C.A.F. Detachment.	W. T. Lamby, Fort St. John, B.C.	3,676 44	Sept. 17, 1949
Fort Nelson, B.C.	Raising, reinforcing and repairing of front trusses and door guides of hangars, R.C.A.F. Station.	Poole Construction Company Ltd., Edmonton, Alta.	9,300 00	Oct. 24, 1949
Fort St. John, B.C.	Raising, reinforcing and repairing of front trusses and door guides of hangars, R.C.A.F. Station.	Poole Construction Company Ltd., Edmonton, Alta.	7,100 00	Oct. 22, 1949
Yellowknife, N.W.T.	Erection and painting of two 300-ft. towers and the installation of antenna system.	The Canadian Bridge Company Ltd., Walkerville, Ont.	34,000 00	June 3, 1949
Dawson, Y.T.	Construction of a residence for the Commissioner of the Yukon Territory.	Poole Construction Company Ltd., Edmonton, Alta.	45,000 00	Oct. 13, 1949
Watson Lake, Y.T.	Raising, reinforcing and repairing of front trusses and door guides of hangars, R.C.A.F. Station.	Poole Construction Company Ltd., Edmonton, Alta.	5,300 00	Oct. 24, 1949
Central Mortgage and Housing Corporation				
Albion Lake, N.S.	Installation of sewers and watermains.	Municipal Construction Paving, Halifax, N.S.	\$ 39,365 25	Oct. 25, 1949
Halifax, N.S.	Construction of 66 new veterans' rental houses.	Eastern Woodworkers, New Glasgow, N.S.	433,422 00	June 14, 1949
Ajax, Ont.	Installation of 125 foundations at Project No. 1.	Albert Loisel & Fils, Valleyfield, P.Q.	83,600 00	Aug. 25, 1949
Barrie, Ont.	Construction of 213 D.N.D. (Army) non-urban houses.	Russell Construction Co. Ltd., Toronto, Ont.	1,292,518 00	Aug. 30, 1949
Barrie, Ont.	Installation of sewers and watermains.	T. D. K. Rooney Construction Co., Kingston, Ont.	139,702 65	Aug. 30, 1949
Brantford, Ont.	Installation of 95 additional foundations.	Albert Loisel & Fils, Valleyfield, P.Q.	17,000 00	May 11, 1949
Dryden, Ont.	Insulation of 90 houses at Project No. 1-48.	Canadian General Construction Company, Port Arthur, Ont.	11,675 00	Sept. 29, 1949
Gloucester, Ont.	Construction of 12 houses and garages and services at D.N.D. non-urban (Navy) Project No. 1-49.	E. R. Tremblay, Aylmer East, P.Q.	83,274 25	Aug. 30, 1949
Rockcliffe, Ont.	Installation of sewers and watermains.	H. M. Grant & Co., Ottawa, Ont.	43,599 36	May 27, 1949
Windsor, Ont.	Installation of 500 foundations and dividing and relining of existing double woodsheds, Projects Nos. 1, 2, 3, 4, 5, and 7.	Albert Loisel & Fils, Valleyfield, P.Q.	351,000 00	Sept. 9, 1949
Shilo, Man.	Installation of sewers and watermains.	Midwest Engineering Co., Winnipeg, Man.	106,013 37	Sept. 26, 1949
Esquimaut, B.C.	Installation of sewers and watermains at Canadian Service College.	Premier Construction Company, Vancouver, B.C.	13,277 70	Sept. 29, 1949
Esquimaut, B.C.	Installation of sewers and watermains at H.M.C.S. "Naden".	Premier Construction Company, Vancouver, B.C.	15,062 90	Sept. 29, 1949
Esquimaut, B.C.	Installation of sewers and watermains at Maculay Pt.	Copley Bros., Victoria, B.C.	26,214 20	Sept. 29, 1949
Vancouver, B.C.	Street paving of Project 57 at Renfrew Heights.	General Construction Company, Ltd., Vancouver, B.C.	97,860 00	Sept. 28, 1949
Department of Mines and Resources				
Banff, Alta.	Installation of a storm drainage system in Banff townsite.	Fred Mannix & Company Ltd., Calgary, Alta.	\$ 42,000 00	Sept. 19, 1949
Alert Bay, B.C.	Banff National Park.	J. T. Devlin & Company, Vancouver, B.C.	4,400 00	Sept. 12, 1949
Cranbrook, B.C.	Repairs to Indian Residential School.	Western Water Wells Ltd., Calgary, Alta.	25,500 00	July 18, 1949
Department of Public Works				
Ballantyne's Cove, N.S.	Breakwater repairs.	F. W. Digdon, Mulgrave, N.S.	\$ 37,180 90	July 22, 1949
Halifax, N.S.	Repairs to main building—Eastern Air Command.	Fundy Construction Company, Ltd., Halifax, N.S.	10,500 00	Oct. 18, 1949
Kings Bay, N.S.	Breakwater replacement.	Barney Mosher & Son, Liverpool, N.S.	60,647 20	July 29, 1949
Little Judique Ponds, N.S.	Breakwater repairs.	Freeman Wyllie Digdon, Mulgrave, N.S.	14,065 00	July 22, 1949
Louisburg, N.S.	Repairs and renovations to Museum and Caretakers Quarters, National Historic Park.	Melbourne R. Chappel, Sydney, N.S.	5,176 00	Sept. 28, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
Orford, N.S.	Repairs and improvements to public building.	W. R. McDonald, Salt Spring, N.S.	4,000 00	Oct. 18, 1949
Saint John, N.B.	Addition to public building.	Acme Construction Company, Ltd., Saint John, N.B.	887,397 00	Aug. 29, 1949
Saint John, N.B.	Extension to Pavilion Annex, Lancaster Hospital.	Acme Construction Company, Ltd., Saint John, N.B.	18,997 00	Sept. 21, 1949
St. John's, Nfld.	Construction of a wharf.	Enlilth and Paul Lalonde, Joliette, P.Q.	6,720 00	Sept. 6, 1949
Terrebonne, P.Q.	Alterations and addition to public building.	Messrs. Poudrier and Bouteiller, P.Q.	138,449 00	Oct. 18, 1949
Quebec, P.Q.	Construction of (phase 2) foundations, tunnel, first floor slab, etc., Veterans' Hospital, Ste. Foy.	Messrs. Magloire Cauchon Ltd., Quebec, P.Q.	193,600 00	Oct. 8, 1949
Quebec West, P.Q.	Construction of chain link fencing, Immigration Hospital.	Adelard Marchand, Sr., Quebec, P.Q.	11,054 10	Sept. 26, 1949
Sorel, P.Q.	Harbour repairs and improvements (Morgan Wharf).	J. Elzeur Cournoyer, St. Joseph de Sorel, P.Q.	16,993 00	July 19, 1949
Sorel, P.Q.	Harbour repairs and improvements (Dock No. 2).	Armand Sicotte & Sons, Montreal, P.Q.	1,200,848 00	Aug. 29, 1949
Fort William, Ont.	Construction of wharf.	Thunder Bay Harbour Improvements Ltd., Port Arthur, Ont.	178,540 00	July 29, 1949
Ottawa, Ont.	Improvements to lighting, portions of 1st, 2nd, 3rd and 6th floors, Woods Building.	Messrs. J. C. Robinson & Sons Ltd., Ottawa, Ont.	3,790 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldg. No. 7 and Annex to Bureau of Statistics.	Mr. Robert Strang, Ottawa, Ont.	2,250 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldg. No. 6 and Justice Building Annex.	Mr. Alfred Grodke, Ottawa, Ont.	5,200 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldgs. Nos. 4 and 5.	Mr. Robert Strang, Ottawa, Ont.	3,994 00	Oct. 3, 1949
Ottawa, Ont.	Exterior painting of Temporary Bldgs. Nos. 1, 2 and 3.	Messrs. Thos. J. Grogan and D. Reshtnyk, Ottawa, Ont.	4,800 00	Oct. 3, 1949
Ottawa, Ont.	Repairs to existing greenhouse, Department of Agriculture, Division of Horticulture, Experimental Farm.	Lord & Burnham Co. Ltd., St. Catharines, Ont.	6,950 00	Aug. 29, 1949
Ottawa, Ont.	Interior painting, Taxation Division premises, Temporary Bldgs. Nos. 6 and 9.	Modern Decoration (Moderne), Hull, P.Q.	8,568 00	Oct. 6, 1949
Port Bruce, Ont.	Reconstruction of pier.	Hermingham Construction Ltd., Hamilton, Ont.	26,305 00	Aug. 8, 1949
Regina, Sask.	Interior painting, Post Office Bldg.	W. R. Talbot & Company, Regina, Sask.	9,887 00	Oct. 14, 1949
Regina, Sask.	Bituminous surfacing at R.C.M.P. Barracks.	Bird Construction Co. Ltd., Regina, Sask.	11,413 75	Sept. 8, 1949
Edmonton, Alta.	Construction of a central heating plant, Charles Camsell Hospital.	Peole Construction Company Ltd., Edmonton, Alta.	109,375 00	June 29, 1949
Qualicum Beach, B.C.	Construction of a boat harbour.	Coast Quarries Limited, Vancouver, B.C.	62,190 00	July 29, 1949
Malaga, N.S.	Dredging.	Diamond Construction Co., Ltd., Fredericton, N.B.	11,941 00	"
Owen Sound, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	33,000 00	"
Nipigon, Ont.	Dredging a channel in Nipigon River.	Consolidated Dredging Ltd., Toronto, Ont.	33,525 00	"
Port Huron, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	24,840 00	"
St. Williams, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	12,760 00	"
Lake Winnipeg, Man.	Steel hull for dipper dredge for service on Lake Winnipeg.	Russell Brothers Limited, Owen Sound, Ont.	63,640 00	"
Department of Transport				
Toronto, Nfld.	Additional airport development.	Concrete Products (Nfld.) Ltd., St. John's, Nfld.	6,760 00	Oct. 19, 1949
Cap Brule, P.Q.	Construction of single dwelling.	Aristide Malais, La Malbaie, P.Q.	9,700 00	July 5, 1949
Cape Gaspe, P.Q.	Construction of reinforced concrete tower.	Deschamps & Bernier Ltee, Matane, P.Q.	7,637 19	July 5, 1949
Dorval, P.Q.	Alterations and additions to Trans-Air Terminal for air cargo facilities.	John Caron, Montreal, P.Q.	9,150 00	July 27, 1949
Saskatoon, Sask.	Additional airport development.	Brabant Brothers, St. Boniface, Man.	181,756 25	Aug. 16, 1949
Patricia Bay, B.C.	Road diversion at Patricia Bay Airport.	Premier Construction Co. Ltd., Vancouver, B.C.	29,822 25	Sept. 1, 1949

*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Recent Regulations Under Dominion and Provincial Legislation

In British Columbia and New Brunswick, several new groups of workers are covered by Minimum Wage Orders. In New Brunswick, the first Order to be made for men fixes a daily minimum of \$4.50 for workers producing pulpwood, pitprops and logs. A general Order for women establishes a weekly rate of \$14.40 in factories, offices and certain other workplaces. In British Columbia, hospital workers of both sexes must be paid at least \$20 a week. Men and women in shops are now covered by a single Order which sets a minimum of \$18 a week. ¶Holidays with pay by means of a stamp system are now provided for construction workers in the Montreal district. ¶The Order limiting hours of work in Alberta coal mines to 40 in a week has been rescinded.

DOMINION

Fair Wages and Hours of Labour Act

Fair Wages Policy

A consolidation of the Orders in Council setting forth the Fair Wages Policy of the Government of Canada with respect to Government contracts, P.C. 5547, was issued on November 3, and gazetted November 23. The original Order in Council embodying the Fair Wages Policy, P.C. 1206 of June 7, 1922, and subsequent amendments are rescinded.

PROVINCIAL

Alberta Labour Act

Hours of Work in Coal Mines

The Hours of Work Order (No. 14) made on August 4, 1949, which limited hours in or about coal mines to eight in a day and 40 in a five-day week until March 31, 1950 (L.G., Nov., 1949, p. 1438) has been rescinded by an Order in Council (O.C. 1245/49) made on October 24, gazetted November 15.

British Columbia Factories Act and Shops Regulation and Weekly Holiday Act

Proclamations declaring Monday, December 26; Tuesday, December 27; and Monday, January 2, 1950, public holidays for the purposes of the Factories Act and

the Shops Regulation and Weekly Holiday Act were issued on September 27, and gazetted October 6.

British Columbia Male and Female Minimum Wage Acts

Hospitals

For the first time men and women employed in hospital institutions are covered by a Minimum Wage Order (No. 16). The new Order, made on November 4, became effective when gazetted on November 10. Graduate nurses, student nurses in an approved school of nursing, and employees who perform professional, supervisory or managerial duties are exempted. For the purpose of this Order, "hospital institutions" are defined as those designated by the Lieutenant-Governor in Council as hospitals required to furnish general hospital services under the Hospital Insurance Act.

The minimum rate is \$20 for both male and female workers working 40 hours or more a week. Part-time workers, whose work-week consists of less than 40 hours, must be paid 50 cents an hour. Unless the Board permits otherwise, workers must receive at least two hours' pay in any day on which they are called to work if no work is provided, and four hours' pay when they are put to work.

Lower rates are fixed for three two-month learning periods for workers for whom a permit has been issued by the Board. For full-time learners the rates are \$14 a week for the first two months, \$16 for the second

and \$18 for the third, and for those who work part time the rates are 35, 40 and 45 cents an hour.

No deductions may be made from wages for accidental breakages of articles belonging to the employer.

For all time worked after eight hours in a day and 44 in a week a permit must be obtained from the Board and time and one-half the worker's regular rate must be paid.

A weekly rest of 32 consecutive hours must be given to every employee except in cases where this is unsuitable and other arrangements have been approved by the Board.

Suitable restroom, lunchroom, toilet and wash-room facilities must be provided for the use of employees. Where these are not provided, the Board, after investigation, may notify the employer in writing setting out in detail the necessary changes and fixing a time limit for these to be made.

The usual provisions regarding semi-monthly payment of wages, posting of orders and keeping of records are included in the new Order.

Shops

The Board of Industrial Relations has issued a Minimum Wage Order (No. 24) covering both men and women employed in the mercantile industry. Order 24, which was made on November 4, and gazetted December 1, will take effect on January 1, 1950. This Order replaces No. 59 (1938) for men and No. 24 (1946) for women (L.G., 1938, p. 1235; 1946, p. 1104).

The minimum rate now fixed for both sexes is \$18 a week, which represents an increase of \$1 a week for women but is the same as before for men. The new \$18 rate applies to a work-week of from 39 to 44 hours.

Workers whose work-week consists of less than 39 hours must be paid at least 47 cents an hour and, except with the written permission of the Board, they must receive not less than four hours' pay at the regular rate in any one day. This represents an increase of two cents an hour over the former rate for women. The part-time rate for men since July 1, 1946, has been 48 cents an hour.

Learners working full-time must receive \$12, \$14 and \$16 weekly for three successive two-month learning periods. Inexperienced workers working part-time must be paid 32, 37 and 42 cents an hour, respectively, for the same three periods. The increase over the former learners' rate for women is \$1 a week or for hourly paid workers two cents an hour. Rates for inexperienced male workers were formerly fixed according to age groups.

For bicycle-riders and foot-messengers employed exclusively on delivery, a minimum rate of 35 cents an hour is fixed. In addition, where the employee provides his own bicycle, all reasonable costs in connection with its upkeep must be borne by the employer.

Time and one-half the regular rate must be paid for all hours worked beyond eight and 44. For overtime a permit from the Board is required.

All employees are now entitled to a weekly rest of 32 consecutive hours. The rest period granted under the earlier Order for men was 24 hours. Provision is made, as in other Orders, for different arrangements with respect to the weekly rest, on the approval of the Board.

The Order also contains the usual provision with regard to the daily guarantee. An employee who reports for work on the call of the employer must be paid at the regular rate for the entire period spent at the place of work, with a minimum of two hours' pay if there is no work and of four hours' pay if he is put to work.

British Columbia Minimum Wage Acts and Hours of Work Act

The annual permission for overtime in the mercantile industry during the Christmas season has been granted by Orders issued on October 26, gazetted November 3.

In the Hours of Work Order, the city of New Westminster has this year been added to the list of larger cities and towns, namely Vancouver and district, Victoria, Esquimalt, Oak Bay and Saanich, in which workers in retail stores may work two hours in excess of the statutory eight on both December 22 and December 23. Elsewhere in the Province shop workers may work two extra hours on December 23 only. The annual supplementary Orders under the Minimum Wage Acts (Nos. 59 and 24) require time and one-half to be paid for the hours worked in excess of eight on December 22 and 23 in the places specified above, and on December 23 in the remainder of the Province.

For temporary workers taken on between December 5 and December 31, inclusive, special rates are fixed. No male worker may be paid less than 45 cents an hour, and no woman working 39 hours or more in a week may be paid less than \$17, or less than 45 cents an hour if she works less than 39 hours in a week. The regular daily guarantee of four hours' pay to both men and women workers is removed during this period.

New Brunswick Minimum Wage Act

Two new Orders have been issued by the Minimum Wage Board, one governing male workers engaged in forest operations, the first Order for males in the Province, and the other a general Order for women workers fixing a minimum wage in factories, offices and certain other workplaces of \$14.40 a week. This rate is the same as that already established for women in wholesale and retail stores.

Effective from October 24, 1949, to April 30, 1950, male workers employed in the production of pulpwood, pitprops and logs, excluding those engaged in transporting these products, must receive at least \$4.50 a day. For workers handicapped by old age or loss of a limb, and for chore-boys and cookees a minimum rate of \$3.50 a day is set. An employer may charge \$1.05 a day if he furnishes board and lodging.

Effective December 1, 1949, a minimum wage of \$14.40 for a week of 48 hours or less is fixed for female workers in the Province *except* (1) those covered by two earlier Orders, that is, workers in wholesale and retail stores, hotels, restaurants and other places of public accommodation where meals are served (L.G., 1948, pp. 492, 1137); and (2) those employed in hospitals, nursing homes, and religious, charitable or educational institutions. Also excluded are apprentices, persons employed in a confidential capacity and those employed in domestic service, in agriculture or by the Crown. Overtime in excess of 48 hours a week must be paid for at the rate of 45 cents an hour. Part-time workers who regularly work less than 30 hours a week must receive at least 30 cents an hour.

Quebec Minimum Wage Act

Holidays with Pay in the Construction Industry

A stamp system of holiday with pay credits for workers in the construction industry in Montreal and vicinity was approved by Order 3A (O.C. 1161), gazetted October 29 and effective from that date until May 1, 1951. This system is already in effect for construction workers in Alberta, Manitoba (Greater Winnipeg) and Ontario. Because of the usually short duration of employment with one firm, construction workers were specifically excluded from Order 3 which provides for an annual holiday with pay of one week after one year's employment for most workers in Quebec (L.G., 1946, pp. 1105, 1464; 1947, p. 380).

The new regulations apply to workers governed by the Minimum Wage Act who are employed by employers carrying out

building construction work or having a place of business on the Island of Montreal or within a fifteen-mile radius, excluding the counties of St. John and Iberville. The Order does not cover workers who are governed by collective agreements or those whose habitual occupation is not connected with the building construction industry.

The Order provides that a workman whose employment with one employer is *not* continuous throughout the vacation-with-pay credit period, that is, from May 1 to April 30, is entitled to a vacation-with-pay credit of 2 per cent of his earnings from each employer, and requires the employer to affix credit stamps on each pay day in the workman's vacation-with-pay stamp book.

Stamps and stamp books are to be purchased by the employer from the Minimum Wage Commission before the beginning of a vacation-with-pay period. The employer may deduct 25 cents from the workman's wages to cover the cost of his stamp book. At the end of the vacation-with-pay period the workman is to receive from the Commission the value of the stamps affixed to his stamp book.

A vacation of at least one week with pay must be granted to a worker whose employment with one employer is continuous throughout the vacation-with-pay period. The holiday must be given within 12 months from the end of the vacation-with-pay period.

The Order prohibits any agreement for the purpose of granting to an employee less favourable conditions.

An amendment to the general Annual Vacation with Pay Order (No. 3), 1946, permits the stamp system to be used by agreement between the employer and the employee to pay the remuneration or vacation indemnity provided for by with pay under Order 3. This amendment was approved by an Order in Council (O.C. 1162) made and gazetted on the same dates as No. 3A.

Saskatchewan Electrical Inspection and Licensing Act

The first regulations under the Electrical Inspection and Licensing Act, 1949 (L.G., 1949, p. 742), were made by an Order in Council (O.C. 2017/49) on October 28, gazetted November 5. These regulations, which are effective from December 1, 1949, set out a schedule of fees for the inspection of all types of electrical installations and electrical equipment installed by electrical contractors, employers and other persons. Schedule B sets out the fees to be paid for restricted journeymen's, contractors' and

supply house licences. All these fees are the same as before. A fee of \$10 has now been set for an employer's licence which is a new requirement laid down in the Act. All regulations made under the former Act are rescinded.

Other provisions of the regulations are unchanged. These include the stipulation that the Chief Inspector may decide not to accept the approval of the Canadian Standards Association as regards any specific type of electrical equipment. The Electrical Inspection Branch may inspect all electrical wiring and installations whenso-

ever done or made. Installations must conform to the latest authorized edition of the Canadian Electrical Code but the Code is to be interpreted as specifying minimum safety standards and the Branch may require that higher standards than those specified in the Code be imposed in the interest of safety. If, on inspection, the Branch finds that existing conductors and accessories are not of sufficient capacity for the current which they must carry, it may, by written order, require the owner or occupier of the premises to make the necessary changes.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant voluntarily left employment without just cause but that she was available for work within the meaning of the Act.—CU-B 433 (May 11, 1949).

MATERIAL FACTS OF CASE:

The claimant, married, 46 years of age, registered for work as a winder and spooler, was employed as a winder by a textile manufacturer from 1943 until November 12, 1948. She made claim for benefit on November 17, 1948, and gave as her reason for separation that she had been working part-time from 7:00 p.m. to 12:00 p.m. and had been laid off, but was on call. The employer reported that when she was asked to work full shift, she left of her own accord, as she could not arrange to work from 3:30 p.m. to 12:00 p.m. The Insurance Officer disqualified the claimant for non-availability (27 (1) (b) of the Act), and also imposed a disqualification for a period of six weeks under the provisions of Section 41 (1) of the Act.

In her appeal to the Court of Referees, the claimant contended that the reason for her discharge was that the employer had brought displaced persons into the mill. Subsequently she declared that she could not accept work for a full shift because she had to be home to prepare a main dinner for the men in her family, although

she was willing to accept any textile work at a rate of pay not under 60 cents an hour provided the shift was from 8:00 a.m. to 3:00 p.m. or from 7:00 p.m. to 12:00 p.m. The Local Office commented that these hours were not presently available in the textile industry and that the rate for beginners was 54 cents an hour.

The union's representative gave evidence at the hearing to the effect that the claimant did not leave her employment voluntarily but rather that she was forced to do so because the company was unable to employ her during the hours she had worked since 1945. The employer's representative, on the other hand, stated that it was the company's policy to hire employees on a full-time basis, that since the beginning of her employment the claimant had been given the opportunity of working full time but had always refused; in October, 1948, the claimant, with ten others, was formally requested to accept full-time work, but she along with three others refused.

Considering that the claimant should have arranged her domestic responsibilities so as to enable her to accept full-time employment, the Court, in accordance with CU-B 247, confirmed the Insurance Officer's disqualification imposed under the provisions of Section 41 (1). The Court was also of the opinion that, since the claimant had unduly restricted her availability, the

Insurance Officer's disqualification imposed under the provisions of Section 27 (1) (b) should also be confirmed.

From the unanimous decision of the Court of Referees, the union of which the claimant is a member appealed to the Umpire.

DECISION:

The evidence indicates that the claimant refused to continue her employment with the Cotton Company on revised terms. There can be no doubt therefore, that her separation from the employ of that company was of a voluntary nature.

Has the claimant shown just cause for having voluntarily left her employment within the meaning of Section 41 (1) of the Act?

After a careful study of all the facts and submissions of the case, I consider that the Court of Referees has rightly applied decision CU-B 247 to the present case. The following quotation from that decision is material to the present issue:—

"Had any unemployed person been offered employment of the same kind as that held by the claimant at the (Textile Company) and under the circumstances had refused, she would have been deemed to have refused suitable employment within the meaning of the Unemployment Insurance Act."

The claimant, therefore, has not shown just cause for having voluntarily left her employment.

Has the claimant proved that she was available for work within the meaning of Section 27 (1) (b) of the Act?

As I pointed out in a recent case, availability for work is primarily a subjective matter which must be considered in the light of a claimant's intention and mental attitude towards accepting employment. Viewed objectively, it might be determined by a claimant's prospects of employment in relation to a certain set of circumstances beyond his control or which he has deliberately created.

The evidence indicates that the claimant has been employed as a part-time worker for several years. It further indicates that she has to work "due to financial trouble". Under the circumstances, I consider that when she filed her claim for benefit on November 17, 1948, she was available for work and should have been given a reasonable period of time to find work of a pattern to which she had been accustomed.

For these reasons, the finding of the Court of Referees, under Section 41 (1) of the Act is upheld but their finding under Section 27 (1) (b) is reversed.

Held that the claimant was not available for work within the meaning of the Act.—CU-B 435 (May 11, 1949).

MATERIAL FACTS OF CASE:

The claimant, married, aged 26 years, was employed as a marker by a variety store from June, 1944, until July 31, 1948. Upon termination of employment, her salary was \$22 a week. She made claim for benefit on August 4, 1948, declaring that she had left her employment voluntarily because the atmosphere of the basement in which she worked was "too damp and smelly".

On October 14, 1948, the Local Office notified her of permanent employment as a packer with a candle manufacturer. The salary offered was \$16 for a 40-hour week, the prevailing rate of pay for that type of work in the district. The claimant refused to apply and gave as her reasons: "I do not want packing, I want to mark the same as the job before". The Insurance Officer disqualified her for a period of six weeks under the provisions of Section 40 (1) (a) of the Act in regard to her refusal and also imposed a disqualification for non-availability (Section 27 (1) (b)) because she had unduly restricted the type of employment which she would accept.

The claimant appealed to the Court of Referees on the grounds that the salary offered was \$20 a month less than that which she had earned in her previous occupation and that the type of work was different and would give her no chance of advancement in her usual line of work. The Court of Referees unanimously maintained both decisions.

The Chairman refused the claimant leave to appeal from the decision under the provisions of Section 40 (1) (a) of the Act, but granted leave to appeal from the decision on the question of availability.

DECISION:

According to the evidence, the claimant, on October 14, 1948, refused employment as a packer at the prevailing rate of pay in the district for that type of work because she did not want to accept employment other than in her usual occupation as a marker and at a salary corresponding to that which she had previously received with the Company. Furthermore, she specified that she would not work "in a basement".

The records also reveal that the claimant, on September 21, 1948, refused three offers of employment, one of which was in her own line of work, stating that the salaries were too low and "the hours of work were such as to interfere with her domestic life".

Taking into consideration all the facts and submissions before me, I find that the Court of Referees, in upholding the disqualification imposed by the Insurance Officer under Section 27 (1) (b), has rendered a decision which is in accordance with the meaning of the Act and previous decisions of the Canadian Umpire.

Notwithstanding that the only question I had to decide in this case is that of the claimant's availability for work, I wish, in view of the claimant's apparent misapprehension of the term "suitable employment" under the Act, to draw her attention to the following comments of the Umpire in decision CU-B 59:—

"Employment (in a claimant's usual occupation) may be suitable employment even though the wages are less than the claimant has recently been receiving if the wages offered are in line with those observed by agreement between employers

and employees or than those recognized by good employers."

As to the claimant's reference to paragraph (c) of subsection (2) of Section 40 of the Act, I would like to point out that that paragraph is qualified by subsection (3) of the same section, which reads as follows:—

"After a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers. For these reasons, the appeal is dismissed.

Unemployment Insurance Statistics October, 1949*

The monthly report prepared by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act states that during October, 1949, a total of 77,091 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission as compared to 59,080 in September and 43,620 during October, 1948. Included in these are 7,742 revised claims (that is, reconsiderations of existing claims) during October, 1949, 7,145 in September, and 5,516 in October last year. Initial and renewal claims, representing mainly new cases of recorded unemployment among insured persons, totalled 69,349 in October, 1949, 51,935 in September, 1949, and 38,104 in October, 1948.

At October 31, 1949, ordinary claims on the live unemployment register numbered 105,934 (76,464 male and 29,473 female) as against 83,525 (59,567 male and 23,958 female) at September 30 and 55,384 (36,881 male and 18,503 female) at October 31, 1948. In addition to ordinary claims there were at October 31, 9,492 (7,078 male and 2,414 female) other claims, that is, mainly claims registered by persons working on short time, compared with 11,570 (9,116 male and 2,454 female) at September 30, 1949 and 4,460 (3,487 male and 973 female) at October 31, 1948.

Claimants on the live unemployment register at October 31, are classified according to the number of days they have been

continuously on the register since the last initial or renewal claim was filed in each case. For purposes of establishing the number of days on the register, only days of proven unemployment are counted.

During October, 1949, of 71,459 claims handled at adjudicating centres 56,827 claims were allowed, 14,240 were disallowed and 392 special requests were not granted. In addition, 802 claims were referred to Courts of Referees and the Umpire. Chief reasons for non-entitlement to benefit in order of number of cases were: "insufficient contributions while in insurable employment" 5,685 cases, "voluntarily leaving employment without just cause" 4,035 cases, and "refusal of offer of work and neglect of opportunity to work" 918 cases.

The number of persons receiving benefit, number of benefit days paid and amount of benefit paid by province for the week of October 15 to 21, inclusive, are presented in Table E-6. A total of 41,811 persons commenced receipt of benefit during October, 1949 as compared to 34,414 in September and 21,331 in October, 1948. In October, 1949, benefit payments amounted to \$3,845,541 for 1,675,017 compensated unemployed days as against \$3,671,773 for 1,611,461 days in September and \$1,763,559 for 878,430 days during October last year.

During the week of October 15 to 21, 1949, 71,338 persons received benefit for 400,350 days in respect of which \$921,686 were paid, as compared to 65,443 persons receiving

* See Tables E-1 to E-7.

benefit for 372,196 days in the amount of \$848,957 during the week of September 10 to 16. The average duration of benefit for persons receiving benefit during the week of October 15 to 21, was 5·6 days as compared to 5·7 days for the week of September 10 to 16. The average amount of benefit per day for the former period was \$2·30 as compared to \$2·28 for the latter. During the two weekly periods mentioned the average amount of benefit paid was \$12·83 and \$12·97, respectively.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending October 31, 1949, showed 3,594,352 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 73,757 since September 30, 1949.

As at October 31, 1949, 223,457 employers were registered representing an increase of 271 since September 30, 1949.

WAGES, HOURS AND WORKING CONDITIONS IN THE LUMBER AND ITS PRODUCTS INDUSTRY, OCTOBER 1948*

There were 48,100 mill or factory workers and 3,000 office workers reported employed in the 628 establishments whose returns are analysed in this article. Fifty-seven per cent of the workers were affected by collective agreements. The five-day week was reported in less than one-third of the establishments but they included one-half the workers. Time and one-half was the most common overtime rate. Forty-five per cent of the workers were in 187 establishments which gave a vacation of two weeks, mainly after five years. Ninety-seven per cent of the workers were in establishments observing statutory holidays and 24 per cent received pay for some or all of those observed.

In making this analysis, the industry was divided into four parts, namely Sawmill Products; the Planing Mill, Sash and Door Industry; Wooden Furniture; and Baskets and Wooden Boxes. Each section will be dealt with separately.

Index numbers of wage rates for the industries shown on p. 92 are based on comparable rates in 1939 and indicate that in all but the Planing Mill, Sash and Door Industry, average rates had more than doubled by 1948.

The Sawmill Products Industry

Returns from 228 sawmills throughout Canada employing 24,000 mill and 1,000 office workers were used in analysing this industry (Table 1). Thirty per cent of the workers were in 164 mills employing less than 100 workers, 22 per cent were in 38 mills employing between 100 and 200, another 22 per cent were in 18 mills with 200 to 400 workers and the remaining eight mills, employing more than 400, averaged 757 workers each.

Collective Agreements.—Collective agreements in writing were reported by 105 mills employing 16,900 workers. The great majority of workers were under agreement with the International Woodworkers of

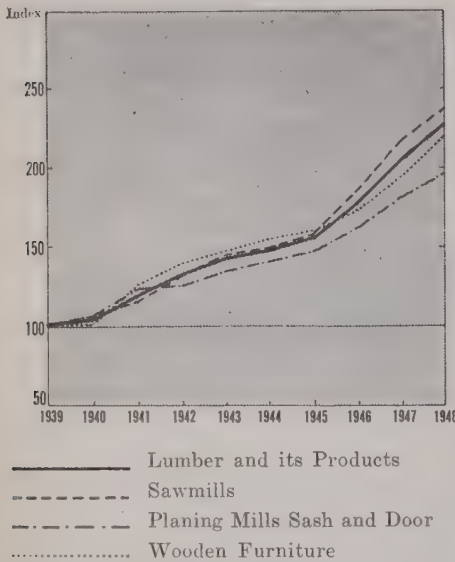
* Information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, their straight-time earnings of employees on piece work during the last pay period preceding October 1, 1948. Information on wage rates for 1948 in Logging and Construction was published in the April Labour Gazette and for Civic Employees in the May issue. Information comparable with this article dealing with other industries for 1948 has been published monthly since the June 1949 issue of the Labour Gazette.

For information on wage rates in the industry, see Report No. 31 "Wage Rates and Hours of Labour in Canada, 1948", issued by the Department as a supplement to the November Labour Gazette.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

INDEX NUMBERS OF WAGE RATES IN THE LUMBER AND ITS PRODUCTS INDUSTRY, 1939-1948

(Base 1939=100)



America (CIO-CCL) and the remainder reported agreements with other international or with national unions.

Standard Weekly Hours of Work, Table 2.

—Weekly hours of work ranged from 40 to 60. Seventy-one per cent of the workers were in 142 mills operating on a 40, 44 or 48-hour week and the remainder worked longer than 48 hours.

The five-day week was reported by 74 mills employing more than half the total number of workers. They were all located in Ontario and British Columbia with hours reported for Ontario either 48 or 50 and for British Columbia, 40 or 44 with 52 per cent of all workers on a five-day 40-hour week.

Overtime Rates of Pay, Table 3.—All but two of the mills which paid an overtime rate providing premium pay reported a rate of time and one-half for overtime, either after daily or weekly hours had been worked. The two exceptions reported either time and one-half after a specified number of hours of work per month or a premium of ten cents per hour after weekly hours had been worked.

For work on Sunday and statutory holidays, time and one-half was the most

Year	Lumber and its Products*	Sawmills	Planing Mills Sash and Door	Wooden Furniture
1939.....	100.0	100.0	100.0	100.0
1940.....	104.4	105.0	105.0	101.7
1941.....	117.7	115.0	120.0	125.0
1942.....	131.0	130.7	123.7	139.0
1943.....	142.9	143.8	134.9	147.6
1944.....	148.2	148.7	139.4	154.8
1945.....	156.1	157.5	147.2	159.5
1946.....	178.3	184.8	161.2	171.7
1947.....	205.2	215.7	180.2	192.6
1948.....	226.2	236.5	195.9	218.8

* Does not include the Basket and Wooden Box industry.

TABLE 1.—DISTRIBUTION OF MILLS AND EMPLOYEES IN THE SAWMILL PRODUCTS INDUSTRY, 1948

	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Alberta	British Columbia
Number of Mills.....	228	9	21	33	44	3	9	109
Employees In Mill—								
Male.....	23,660	279	1,279	3,155	3,681	164	524	14,578
Female.....	294	2	5	30	40	2	13	202
Total.....	23,954	281	1,284	3,185	3,721	166	537	14,780
In Office.....	1,009	10	36	116	168	11	18	650
Total.....	24,963	291	1,320	3,301	3,889	177	555	15,430



**TABLE 2.—STANDARD WEEKLY HOURS FOR MILL WORKERS IN THE SAWMILL
PRODUCTS INDUSTRY, 1948**

Standard Weekly Hours		Canada		Nova Scotia		New Brunswick		Quebec	
		Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a Five-Day Week</i>									
40	.....	67	12,430						
44	.....	4	153						
48	.....	1	45						
50	.....	2	95						
Total	.....	74	12,723						
<i>On a Six-Day Week</i>									
44	.....	37	2,065						
48	.....	23	2,288						
49	.....	2	73						
50	.....	9	715			1	10		
54	.....	28	1,879	5	150	12	831	2	218
55	.....	6	730					2	395
Over 55 and under 60	.....	14	738	3	90	4	208	4	247
60	.....	35	2,743	1	41	4	235	25	2,325
Total	.....	154	11,231	9	281	21	1,284	33	3,185
<i>Total</i>									
40	.....	67	12,430						
44	.....	41	2,218						
48	.....	24	2,333						
49	.....	2	73						
50	.....	11	810			1	10		
54	.....	28	1,879	5	150	12	831	2	218
55	.....	6	730					2	395
Over 55 and under 60	.....	14	738	3	90	4	208	4	247
60	.....	35	2,743	1	41	4	235	25	2,325
Total	.....	228	23,954	9	281	21	1,284	33	3,185

Standard Weekly Hours		Ontario		Manitoba		Alberta		British Columbia	
		Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a Five-Day Week</i>									
40	.....							67	12,430
44	.....							4	153
48	.....	1	45						
50	.....	2	95						
Total	.....	3	140					71	12,583
<i>On a Six-Day Week</i>									
44	.....	14	1,679	3	166	5	311	37	2,065
48	.....	2	73					1	132
49	.....	2	73						
50	.....	8	705						
54	.....	5	454			4	226		
55	.....	4	335						
Over 55 and under 60	.....	3	193					4	247
60	.....	5	142						
Total	.....	41	3,581	3	166	9	537	38	2,197
<i>Total</i>									
40	.....							67	12,430
44	.....	15	1,724	3	166	5	311	41	2,218
48	.....	2	73					1	132
49	.....	2	73						
50	.....	10	800						
54	.....	5	454			4	226		
55	.....	4	335						
Over 55 and under 60	.....	3	193						
60	.....	5	142						
Total	.....	44	3,721	3	166	9	537	109	14,780

TABLE 3.—OVERTIME RATES OF PAY FOR MILL WORKERS IN THE SAWMILL PRODUCTS INDUSTRY, 1948

NOTE.—One mill (17 workers) paid a premium rate of ten cents per hour after weekly hours had been worked.

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sundays		Holidays	
	Monday to Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Workers.....	178	18,355	49	5,582	227	23,937	227	23,937
Canada..... <i>Time and One-Half</i>	(1)85	13,291	49	5,582	109	14,951	(2)97	14,357
New Brunswick.....					1	23		
Quebec.....	12	2,260	3	149	5	567	2	60
Ontario.....	9	1,314	3	387	10	837	5	280
Manitoba.....			1	130	1	130		
Alberta.....	3	146	2	124	3	143	1	103
British Columbia.....	61	9,562	40	4,792	89	13,252	89	13,914
Canada..... <i>Double Time</i> (3)					13	2,460	12	2,486
Quebec.....					6	1,479	5	1,441
Ontario.....					2	789	2	789
British Columbia.....					5	201	5	256
Canada..... <i>No Premium Pay</i> (4)	(5)93	5,064			105	6,517	118	7,094

(1) One mill (84 workers) paid overtime on a monthly basis after 208 hours had been worked.

(2) Includes one mill (942 workers) paying regular rates for two of the nine holidays observed.

(3) Includes one mill (98 workers) paying double time and one half.

(4) Includes mills paying straight time or having no overtime policy.

(5) Two mills (149 workers) paid time and one half for overtime on Saturday.

TABLE 4.—VACATIONS WITH PAY FOR MILL WORKERS IN THE SAWMILL PRODUCTS INDUSTRY, 1948

NOTE.—Sixty-three mills (2,759 workers) gave no information on vacations

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers
Canada..... <i>Under One Year</i>	42	4,362	21	1,132		
Quebec.....	2	163	2	163		
Ontario.....	7	1,066	2	254		
Manitoba.....	1	130				
Alberta.....	1	143				
British Columbia.....	31	2,860	17	715		
Canada..... <i>One Year</i>	123	16,833	65	6,226	(1)9	1,240
Nova Scotia.....	1	17	1	17		
New Brunswick.....	2	274	2	274		
Quebec.....	15	2,425	15	2,425		
Ontario.....	30	2,330	28	2,238	4	771
Manitoba.....					1	130
Alberta.....	5	318			1	143
British Columbia.....	70	11,469	19	1,272	3	196
Canada..... <i>Two and Three Years</i>					9	655
Ontario.....					1	21
Alberta.....					5	318
British Columbia.....					3	316
Canada..... <i>Five Years</i>						
Canada (British Columbia Only).....					59	11,830
Total Mills and Workers.....	165	21,195	86	7,358	(2)79	13,837

(1) Includes one mill (53 workers) giving an additional week after eighteen months of service.

(2) Includes one mill (71 workers) giving two weeks and another (41 workers), three weeks vacation after twenty-five years' service.

common rate. However, some 2,400 workers received double time and in one case double time and one-half was reported.

Vacations with Pay, Table 4.—Of the 228 mills covered in this survey, 165 employing 89 per cent of the workers, reported giving a vacation with pay of at least one week after a year or less of service. Fifty-seven per cent of the workers were in 77 mills reporting a maximum vacation of two weeks after one to five years of service, mainly after five years. Two mills gave three weeks, after 18 months in one case and after 25 years in the other.

Statutory Holidays, Table 5.—Eighteen mills reported observing no holidays and of the 210 mills which reported observing some statutory holidays, 190 employing 84 per

cent of the workers, did not pay for any of the holidays observed. Payment was made for one holiday in seven mills, two to four holidays in eight mills and the other five mills paid for five to eight holidays.

Shift work, Table 6.—Some 3,400 workers were reported on shift work in this industry during the survey period with 83 per cent of these receiving a wage differential of four, five, six or 14 cents per hour, most of the workers receiving six cents.

Sick Leave with Pay.—Sick leave with pay was negligible in this industry with only 17 mills reporting a sick leave policy. Thirteen of these mills employing 2,141 workers had a group insurance or sick benefit plan and the remainder reported varying provisions covering paid sick leave.

TABLE 5.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE SAWMILL PRODUCTS INDUSTRY, 1948

NOTE.—Eighteen mills (1,145 workers) gave no information on holidays.

	Number of Holidays Observed by Mills										Total	
	Days										Mills	Workers Affected
	1 to 3	4	5	6	7	8	9	10 to 13				
Paying for												
1 Holiday.....		2	2	1	1			1		7	628	
2 Holidays.....								3		3	888	
3 ".....				2						2	165	
4 ".....			2				1			3	565	
5 to 7 ".....				1	1	1				3	340	
8 ".....						2				2	85	
Total Mills Paying for one or more Holidays.....	2	4	4	2	1	3	4			20	2,671	
Total Mills not Paying for Holidays.....	22	6	17	23	43	32	29	18		190	20,138	
Total Mills Observing Holidays.....	24	10	21	25	44	35	33	18		210	22,809	

TABLE 6.—SHIFT WORK IN THE SAWMILL PRODUCTS INDUSTRY BY NUMBER OF MILL WORKERS, 1948

Wage Rate Differentials	Two-Shift Operation	Three-Shift Operation		Total Workers On Shift Work
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Workers.....	2,326	829	244	3,399
<i>No Differential</i>				
Canada.....	538	18	17	573
Quebec.....	122	2	1	125
Ontario.....	243			243
British Columbia.....	173	16	16	205
<i>Four and Five Cents</i>				
Canada (British Columbia only).....	145			145
<i>Six Cents</i>				
Canada (British Columbia only).....	1,550	811	227	2,588
<i>Fourteen Cents</i>				
Canada (British Columbia only).....	93			93

The Planing Mill, Sash and Door Industry

In analysing this industry, returns from 203 mills employing 9,800 mill workers and 1,300 office workers during the survey period were used (Table 7).

Of the 203 mills, 139 employed less than 50 workers each, averaging 27 workers per mill, and only two mills employed more than 200 workers.

Collective Agreements.—Of the 203 mills, 59 reported having collective agreements in writing covering 39 per cent of the workers.

Twenty-two per cent of the workers under agreement were in 35 mills reporting agreements with either the United Brotherhood of Carpenters and Joiners of America (AFL-TLC) or the International Woodworkers of America (CIO-CCL). Two mills reported employees' associations and the remainder reported agreements with either a national or international union.

Standard Weekly Hours of Work, Table 8. —Weekly hours ranged between 40 and 60 with the largest groups of workers including 22 per cent of the total number in mills reporting a 44-hour week and another 21 per cent in 36 mills reporting a 48-hour week.

TABLE 7.—DISTRIBUTION OF MILLS AND EMPLOYEES IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948

—	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Number of Mills....	203	17(1)	12	41	77	10	7	16	23
Employees In Mill									
Male.....	9,677	570	834	2,138	3,743	495	152	664	1,081
Female.....	140	10	2	11	63	3	2	37	12
Total.....	9,817	580	836	2,149	3,806	498	154	701	1,093
In Office.....	1,278	96	90	234	593	48	21	56	140
Total.....	11,095	609	926	2,383	4,399	546	175	757	1,233

(1) Includes two mills (55 mill and 12 office workers) located in Prince Edward Island

TABLE 8.—STANDARD WEEKLY HOURS OF WORK IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948

Standard Weekly Hours	By Mills								
	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
On a Six-Day week									
44.....	50	5		1	16	7	4	11	6
Over 45 and under 48.....	12			1	11				
48.....	29	2	3	1	18		1	4	
49.....	9	3		2	3	1			
50.....	28	3	1	15	9				
Over 50 and under 55.....	25	3	8	10	2	1		1	
55.....	6								
Over 55 and under 60.....	3			3					
60.....	6	1		2		1	2		
Total.....	168	17	12	41	59	10	7	16	6
By Number of Mill Workers									
44.....	2,137	154		42	602	396	99	601	243
Over 45 and under 48.....	776			48	728				
48.....	1,678	145	278	54	1,096		21	84	
49.....	333	69		149	84	31			
50.....	938	67	180	525	166				
Over 50 and under 55.....	1,263	136	378	657	51	25		16	
55.....	437			437					
Over 55 and under 60.....	134			134					
60.....	192	9		103		46	34		
Total.....	7,888	580	836	2,149	2,727	498	154	701	243

The Five-Day week

The five-day week was in effect in another 35 mills (1,929 workers). There were 17 British Columbia mills on a 40-hour week and the remaining mills operating five days per week were all located in Ontario. Eight mills (519 workers) reported a 45-hour week, three worked 47 or 47½ hours (157 workers) and seven (403 workers) were on a 48-hour work week.

The five-day week was reported by only 35 mills of which 19 were on a 40-hour week.

Overtime Rates of Pay, Table 9.—Time and one-half was the most common overtime rate providing premium pay which was reported. Sixty-four per cent of the workers received this rate after daily or weekly hours had been worked; for Sunday and Holiday work, more than one-third of the workers were eligible for this rate.

Double time was paid for Sunday work by 33 mills employing 20 per cent of the workers. For work on statutory holidays this same rate was paid in 38 mills employing 23 per cent of the workers; in two cases a rate of double time and one-half was reported.

Vacations with Pay, Table 10.—Of the 183 mills reporting information on vacations with pay, 160 employing 87 per cent of the workers reported an initial vacation of one week and another eight mills gave two weeks, in every case after one year of service.

One week was the longest vacation given by 123 mills, employing 6,300 workers. A vacation of two weeks was reported by 56 mills (2,900 workers) requiring from one to

20 years of service; 85 per cent of these workers were in mills requiring five years or less.

Statutory Holidays, Table 11.—Of the 201 mills which reported observing some statutory holidays, 80 employing more than one-third of the workers paid for one to 12 of those observed. Twenty-one of the mills, employing 32 per cent of the workers in those mills paying for some holidays, reported payment for two of those observed and another 40 per cent were in 37 mills which paid for six to eight.

Sick Leave with Pay.—Only 43 mills employing some 2,400 mill workers reported sick leave with pay. Twenty-five mills employing 1,600 workers reported a Group Insurance or Sick Benefit Plan. The remainder had various provisions, covering length of service, number of days allowed per year or in special cases only.

The Wooden Furniture Industry

In analysing this industry returns from 147 factories employing 10,600 factory workers and an office staff of 1,000 were used (Table 12). One-half the workers were

TABLE 9.—OVERTIME RATES OF PAY FOR MILL WORKERS IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Mill Workers.....	151	6,806	151	6,806	52	3,011	203	9,817	203	9,817
Time and One-Quarter Canada (Ontario Only).....					2	46			2	46
Time and One-Third Canada (New Brunswick Only).....	1	72	1	72			1	72	1	72
Time and One-Half (1) Canada.....	55	3,398	54	3,378	50	2,965	46	3,302	51	3,368
Nova Scotia.....	2	97	2	97	1	48				
New Brunswick.....	4	390	4	390	2	213	5	305	3	220
Quebec.....	13	847	13	847	16	853	6	357	10	571
Ontario.....	10	798	10	798	15	1,085	17	1,481	16	1,299
Manitoba.....	3	99	3	99	2	215	1	200	2	244
Saskatchewan.....	4	99	3	79						
Alberta.....	6	372	6	372	6	190	5	275	7	314
British Columbia.....	13	696	13	696	8	361	12	684	13	720
Double Time (2) Canada.....			1	20			33	1,969	40	2,268
Nova Scotia.....							2	100	2	100
New Brunswick.....							2	318	3	383
Quebec.....							11	690	14	829
Ontario.....							3	203	5	283
Manitoba.....							2	81	2	52
Saskatchewan.....			1	20			3	79	4	99
Alberta.....							2	161	3	208
British Columbia.....							8	337	7	314
No Premium Pay (3) Canada.....	95	3,336	95	3,336			123	4,474	100	4,063

(1) One mill (24 workers) on a five-day week paid double time after the first three hours, from Monday to Friday and double time after eight hours on Saturday.

(2) Includes two mills (45 workers) paying double time and one-half for work on holidays.

(3) Includes mills paying straight time on statutory holidays and overtime policy.

in 104 factories employing less than 100 workers. The remaining 33 factories employing more than 100 and less than 400 averaged 160 workers each.

Collective Agreements.—Of the 147 factories, 61 reported having collective agreements in writing affecting some 4,600 workers. The majority of workers were reported under agreement with either the International Woodworkers of America (CIO-CCL), the Upholsterers' International Union of North America (AFL-TLC), the United Brotherhood of Carpenters and

Joiners (AFL-TLC), or unions affiliated with the Canadian Catholic Confederation of Labour.

Standard Weekly Hours of Work, Table 13.—Weekly hours ranged from 40 to 50 with 89 per cent of the workers in 116 mills operating either on a 40, 45, 49 or 50-hour week.

The five-day week was in effect in 105 of the 147 factories employing 75 per cent of the workers. Forty-four per cent of the total number of workers were on a five-day, 45-hour week.

TABLE 10.—VACATIONS WITH PAY FOR MILL WORKERS IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948

NOTE.—Of the 203 mills covered in this survey 19 mills (613 workers) did not report any information on vacations with pay.

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>No Specified Service</i>								
Canada.....	4	129			2	61		
Ontario.....	3	94			2	61		
Alberta.....	1	35						
<i>Six Months (1)</i>								
Canada.....	11	354			7	235		
Quebec.....	1	30			1	30		
Ontario.....	7	240			6	205		
Saskatchewan.....	2	58						
Alberta.....	1	26						
<i>One Year</i>								
Canada.....	160	8,539	8(2)	173	118	6,040	14	360
Nova Scotia.....	5	221	1	21	5	221	1	21
New Brunswick.....	8	687			8	687		
Quebec.....	38	2,089	1	8	35	1,987	1	8
Ontario.....	67	3,472			52	2,240	2	68
Manitoba.....	8	421			4	301		
Saskatchewan.....			4	75			6	133
Alberta.....	12	601	1	24			3	85
British Columbia.....	22	1,048	1	45	14	604	1	45
<i>Two Years</i>								
Canada.....	1	9			1	9	15	693
Nova Scotia.....	1	9			1	9		
Ontario.....							2	68
Manitoba.....							1	24
Alberta.....							12	601
<i>Three and Four Years</i>								
Canada.....							3	145
Ontario.....							2	124
British Columbia.....							1	21
<i>Five Years</i>								
Canada.....							20	1,373
Quebec.....							3	102
Ontario.....							8	796
Manitoba.....							2	52
British Columbia.....							7	423
<i>Ten and Twenty Years</i>								
Canada.....							4	288
Ontario.....							3	244
Total Mills and workers.....	176	9,031	8	173	128	6,345	56	2,859

(1) Includes one mill (49 workers) with a single provision of one week after three months of service.

(2) Includes three mills (54 workers) on seasonal work allowing 1/26 of total earnings.

Overtime Rates of Pay, Table 14.—Time and one-half was the only premium rate reported for the work week either after daily or weekly hours had been worked and the majority of workers received this same rate for Sunday and holiday work. Double time was paid in 17 and 20 instances respectively for Sunday and holiday work and in another three cases double time and one-half was reported for work on statutory holidays.

Vacations with Pay, Table 15.—Only two factories did not give any information on vacations with pay and all those reporting gave at least one week after a year or less of service.

One-third of the workers were in 38 factories which reported a maximum vacation of two weeks after a service requirement ranging from two to twenty years with

the great majority of workers in factories requiring five years. Two factories gave three weeks, after 25 years in one case, and after 30 years in the other.

Statutory Holidays, Table 16.—All the factories in this industry reported observing some statutory holidays and 53 of these, employing some 4,000 workers, paid for some or all of the holidays observed. Payment was made for four to six holidays in 44 factories employing 51 per cent of the workers receiving pay for some holidays.

Sick Leave with Pay.—Of the 33 factories reporting sick leave with pay, 28 employing some 2,800 workers had a group insurance plan and the remainder reported varying provisions, such as, "employees own fund", "part pay after six months"; another reported allowing sick leave with no definite policy.

TABLE 11.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1948

NOTE.—Of the 203 mills covered in this Survey two (150 workers) did not observe any holidays.

	Number of Holidays observed by Mills										Total	
	Days										Mills	Workers Affected
	1 and 2	3 and 4	5	6	7	8	9	10	11 and 12	14 and 15		
Mills Paying For												
1 Holiday.....	1			1	1	2	2	1			8	281
2 Holidays.....	2					5		11	2	1	21	1,165
3 ".....			1								1	6
4 ".....		1			1	1	2		1		6	266
5 ".....			2				1				3	386
6 ".....				6		2	1				9	431
7 ".....					12	(1) 1	1				14	582
8 ".....						(2) 14					14	465
9 to 12 ".....							1	1	2		4	114
Total Mills Paying for 1-12 Holidays.....	3	1	4	7	20	20	18	3	3		80	3,696
Total Mills not Paying for Holidays.....	3	5	4	7	22	29	(2) 26	17	3	5	121	5,971
Total Mills Observing Holidays.....	6	6	8	14	42	49	44	20	6	6	201	9,667

(1) Includes one mill requiring an employment service of one year.

(2) Includes one mill requiring five years' service.

(3) One mill observed 9½ holidays.

TABLE 12.—DISTRIBUTION OF FACTORIES AND EMPLOYEES IN THE WOODEN FURNITURE INDUSTRY, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Factories.....	147	3	35	86	8	15
Employees In Factory						
Male.....	9,903	74	2,031	6,642	150	736
Female.....	704		97	417	16	174
Total.....	10,607	74	2,398	7,059	166	910
In Office.....	978	15	258	620	22	63
Total.....	11,585	89	2,656	7,679	188	973

TABLE 13.—STANDARD WEEKLY HOURS FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
<i>On a Five-Day Week</i>												
40.....	27	1,806			3	217	12	751			12	838
Over 40 and under 44 ..	7	275			1	7	4	194	1	34	1	40
44.....	5	167			1	49	3	103			1	15
45.....	50	4,650			1	16	48	4,610	1	24		
Over 45 and under 48 ..	3	233			2	132	1	101				
48.....	2	76			1	49	1	27				
49.....	1	29			1	29						
50.....	10	708			9	668	1	40				
Total.....	105	7,944			19	1,167	70	5,826	2	58	14	833
<i>On a Six-Day Week</i>												
44.....	10	210	1	5			3	116	5	72	1	17
45.....	11	1,030					11	1,030				
Over 45 and under 48 ..	2	102					1	66	1	36		
48.....	2	73					1	21				
49.....	12	927			12	927						
50.....	5	321	2	69	3	252						
Total.....	42	2,663	3	74	16	1,231	16	1,233	6	108	1	17
<i>Total</i>												
40.....	27	1,806			3	217	12	751			12	838
Over 40 and under 44 ..	7	275			1	7	4	194		34	1	40
44.....	15	377	1	5	1	49	6	219	5	72	2	32
45.....	61	5,680			1	16	59	5,440	1	24		
Over 45 and under 48 ..	5	335			2	132	2	167	1	36		
48.....	4	149			2	101	2	48				
49.....	13	956			13	956						
50.....	15	1,029	2	69	12	920	1	40				
Total.....	147	10,607	3	74	35	2,398	86	7,059	8	166	15	910

TABLE 14.—OVERTIME RATES OF PAY FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Monday to Saturday							
	Factories	Workers	Factories	Workers	Factories	Workers	Factories	Workers
Total Factories and Workers...	(1)94	7,193	53	3,414	147	10,607	147	10,607
<i>Time and One-Half (2)</i>								
Canada.....	67	6,414	53	3,414	76	7,603	92	8,315
Maritime Provinces.....	1	5						
Quebec.....	20	1,752	10	538	13	1,389	19	1,672
Ontario.....	36	3,883	40	2,825	58	5,687	66	6,040
Prairie Provinces.....	2	29						
British Columbia.....	8	745	3	51	5	527	7	603
<i>Double Time</i>								
Canada.....					17	988	20	1,192
Maritime Provinces.....					1	5	1	5
Quebec.....					10	557	13	684
Ontario.....					3	218	4	310
Prairie Provinces.....					1	5		
British Columbia.....					2	203	2	193
<i>Double Time and One-Half</i>								
Canada (Ontario only).....							3	352
<i>No Premium Pay (3)</i>								
Canada.....	26	752			54	2,016	32	748

(1) Includes one factory (27 workers) reporting a flat rate providing a premium of five cents per hour.

(2) One factory (29 workers) reported double time for Saturday work and another (50 workers) gave its carpenters and painters double time for overtime during the week and on observed statutory holidays.

(3) Includes factories paying regular rates or having no overtime policy.

The Basket and Wooden Box Industry, 1948

In analysing the industry, returns from 50 factories across Canada employing approximately 3,700 factory workers and 200 office employees were used (Table 17). Of the 50 factories, 38 employed less than 100 workers, averaging 43 workers per factory and only two employed more than 200 workers.

Collective Agreements.—Collective agreements in writing were reported by 21 factories, covering 54 per cent of the workers. The most prominent unions were the United Brotherhood of Carpenters and

Joiners of America (AFL-TLC) and the International Woodworkers of America (CIO-CCL). There were three other unions affiliated with the Canadian Catholic Confederation of Labour and another eight were under agreement with either an international union or an Employees' Association.

Standard Weekly Hours of Work, Table 18.—Weekly hours of work ranged between 40 and 60 with 71 per cent of the workers in 36 factories reporting either a 44, 45, 48 or 50-hour week. Twenty per cent of the workers were in the ten factories which reported working longer than 50 hours per week.

TABLE 15.—VACATIONS WITH PAY FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948

NOTE.—Four factories employing 123 workers gave no information on vacations.

Length of Service Required	Initial Vacation		Maximum Vacation			
	One Week		One Week		Two Weeks	
	Factories	Workers	Factories	Workers	Factories	Workers
<i>No Specified Service</i>						
Canada.....	8	484	8	484		
Quebec.....	2	82	2	82		
Ontario.....	5	375	5	375		
Prairie Provinces.....	1	27	1	27		
<i>Three and Six Months</i>						
Canada.....	14	1,161	6	329		
Quebec.....	4	180	3	65		
Ontario.....	10	981	3	264		
<i>One Year</i>						
Canada.....	121	8,839	87	5,841	2	132
Maritime Provinces.....	1	33	1	33		
Quebec.....	28	2,066	27	2,034		
Ontario.....	71	5,703	44	3,095	2	132
Prairie Provinces.....	7	139	5	79		
British Columbia.....	14	898	10	600		
<i>Two and Three Years</i>						
Canada.....					(1)10	373
Ontario.....					7	295
Prairie Provinces.....					2	60
British Columbia.....					1	18
<i>Five Years</i>						
Canada.....					(2)25	2,699
Quebec.....					2	147
Ontario.....					21	2,300
British Columbia.....					2	252
<i>Eight and Eleven Years</i>						
Canada (Ontario only).....					2	373
<i>Fifteen and Twenty Years</i>						
Canada.....					3	253
Ontario.....					2	225
British Columbia.....					1	28
Total Factories and Workers....	143	10,484	101	6,654	42	3,830

(1) One factory (75 workers) gave an additional week after thirty years' service.

(2) One factory (113 workers) gave an additional week after twenty-five years' service.

The five-day week, with hours varying between 40 and 50, was in effect in only 13 of the factories which employed 29 per cent of the workers.

Overtime Rates of Pay, Table 19.—More than half the factories reported paying a premium rate of time and one-half after either daily or weekly hours had been worked. Thirty-nine per cent of the workers received the same rate for Sunday work and 29 per cent received double time. For work on observed Statutory holidays nearly one-third of the factories, employing 40 per cent of the workers, reported paying a rate of time and one-half; double time was reported in 12 instances accounting for 16 per cent of the workers. The factories in Saskatchewan reported a rate of double time and one-half.

Vacations with Pay, Table 20.—All but four factories had some provision for paid vacations, reporting a vacation of at least

one week after six months or a year of service.

Sixteen factories, employing more than one-third of the workers, reported a maximum vacation of two weeks with a service requirement of from one to ten years; one of these gave three weeks after 18 months of service.

Statutory Holidays.—In this industry all the factories reported observing from two to 11 holidays, although only nine, employing one-quarter of the workers, paid for some or all of the holidays observed.

Sick Leave with Pay.—Of the 50 factories used, only seven with 585 workers reported giving sick leave. Four factories employing 77 per cent of these workers reported group insurance plans, one reported giving one-half day per month, another stated paid sick leave was at the discretion of the management and the remaining establishment did not give any details of its plan.

TABLE 16.—STATUTORY HOLIDAYS FOR FACTORY WORKERS IN THE WOODEN FURNITURE INDUSTRY, 1948

	Number of Holidays Observed by Factories								Total	
	Days								Factories	Workers Affected
	1 to 3	5	6	7	8	9	10	11 to 15		
Number of factories paying for:										
1 Holiday.....					3	2			5	255
2 Holidays.....			2	3	2	2	1	1	12	579
3 ".....	1		1	1	4	1			8	419
4 ".....			1	2	4	1			8	700
5 ".....			1	1	1				3	157
6 ".....		1			3	3	1		6	1,191
7 ".....				1	1				2	336
8 ".....					4				4	296
9 ".....					3				3	54
Total factories paying for one or more holidays.....	2	1	4	9	22	12	2	1	53	3,987
Total factories not paying for holidays.....	1	2	5	16	37	18	7	8	94	6,620
Total factories observing holidays.....	3	3	9	25	59	30	9	9	147	10,607

TABLE 17.—DISTRIBUTION OF FACTORIES AND EMPLOYEES IN THE BASKET AND WOODEN BOX INDUSTRY, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia
Number of Factories.....	50	5	11	19	3	2	4	6
Employees:								
In Factory								
Male.....	3,203	191	1,147	1,087	176	123	179	320
Female.....	479		141	292	3	5	9	29
Total.....	3,682	191	1,288	1,359	179	128	188	349
In Office.....	238	6	91	96	11	11	13	10
Total.....	3,920	197	1,379	1,455	190	139	201	356

TABLE 18.—STANDARD WEEKLY HOURS OF WORK IN THE BASKET AND WOODEN BOX INDUSTRY, 1948

NOTE.—Thirteen factories (1,080 workers) operated on a five-day week with hours ranging from 40 to 50

Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario	
	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers
40.....	1	140						
44.....	9	380					2	43
45.....	5	482					2	289
Over 45 and under 48.....	2	102					1	72
48.....	12	658					9	514
49½.....	1	77					1	77
50.....	10	1,108	1	60	6	791	3	257
Over 50 and under 55.....	4	165	2	39	1	19	1	107
55.....	3	214	1	45	2	169		
56½.....	1	47	1	47				
60.....	2	309			2	309		
Total.....	50	3,682	5	191	11	1,288	19	1,359

Weekly Hours	Manitoba		Saskatchewan		Alberta		British Columbia	
	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers
40.....								140
44.....			2	128			5	209
45.....	2	149			1	44		
Over 45 and under 48.....	1	30						
48.....					3	144		
49½.....								
50.....								
Over 50 and under 55.....								
55.....								
56½.....								
60.....								
Total.....	3	179	2	128	4	188	6	349

TABLE 19.—OVERTIME RATES OF PAY FOR FACTORY WORKERS IN THE BASKET AND WOODEN BOX INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		Fac-tories	Workers	Fac-tories	Workers	Fac-tories	Workers
	Fac-tories	Workers	Fac-tories	Workers						
Total Factories and Workers.....	35	2,564	35	2,564	15	1,118	50	3,682	50	3,682
<i>Time and One-Quarter</i>										
Canada (Ontario only).....					1	51	1	51		
<i>Time and One-Half</i>										
Canada.....	16	1,534	15	1,490	(1)13	1,029	14	1,428	16	1,490
Maritime Provinces.....	2	79	2	79						
Quebec.....	4	772	4	772	4	173	3	364	6	479
Ontario.....	3	220	3	220	4	592	5	715	4	662
Manitoba.....	1	100	1	100						
Saskatchewan.....	1	40	1	40	1	88				
Alberta.....	2	115	1	71	1	35				
British Columbia.....	3	208	3	208	3	141	6	349	6	349
<i>Double Time</i>										
Canada (2).....			1	44	1	38	12	1,144	10	734
Maritime Provinces.....							1	19	1	19
Quebec.....							3	647	2	309
Ontario.....							2	97	1	25
Manitoba.....							1	100	1	100
Saskatchewan.....							2	128	2	128
Alberta.....			1	44	1	38	3	153	3	153
<i>No Premium Pay</i>										
Canada.....	19	1,030	19	1,030			23	1,050	24	1,428

(1) Includes one factory (88 workers) paying double time after the first four hours of overtime.

(2) Includes one factory (88 workers) paying double time and one-half on Sundays and holidays and another (40 workers) paying this same rate for work on holidays.

TABLE 20.—VACATIONS WITH PAY FOR FACTORY WORKERS IN THE BASKET AND WOODEN BOX INDUSTRY, 1948

NOTE.—Of the 50 factories covered in this survey four (172 workers) did not report any information on vacations.

Length of Service Required	Initial Vacation Of one Week		MAXIMUM VACATION			
	Factories	Workers	One Week		Two Weeks	
			Factories	Workers	Factories	Workers
<i>Six Months</i>						
Canada.....	3	133				
Maritime Provinces.....	1	19				
Quebec.....	1	26				
Saskatchewan.....	1	88				
<i>One Year</i>						
Canada.....	(1)43	3,377	30	2,237	(2)4	173
Matirime Provinces.....					1	19
Quebec.....	10	1,262	8	866	1	26
Ontario.....	19	1,359	16	1,139		
Manitoba.....	3	179	2	79		
Saskatchewan.....	1	40			2	128
Alberta.....	4	188				
British Columbia.....	6	349	4	153		
<i>Two and Three Years</i>						
Canada.....					6	276
Ontario.....					2	88
Alberta.....					4	188
<i>Five Years (3)</i>						
Canada.....					6	824
Quebec.....					2	396
Ontario.....					1	132
Manitoba.....					1	100
British Columbia.....					2	196
Total.....	46	3,510	30	2,237	16	1,273

(1) Includes one factory (40 workers) giving an initial vacation of two weeks.

(2) One factory (88 workers) gave an additional week after 18 months' service.

(3) Includes one factory (338 workers) requiring ten years of service.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information. For a brief summary of more recent information, see the opening pages of this issue.

EMPLOYMENT CONDITIONS DURING NOVEMBER, 1949

Seasonal and other factors brought about an increase in unemployment during November. Employment was much lower in logging this year in most areas, but was at approximately the same level as last year in manufacturing. The Maritime region indicated several areas of considerable unemployment. Claims for unemployment insurance were increasing markedly.

The arrival of winter weather in most parts of Canada during November meant that many workers became unemployed as their seasonal jobs terminated. Outdoor work in agriculture had drawn to a close in practically all areas. Construction activity had been curtailed and inland water transportation industries had released most of their workers. The number involved in these lay-offs was larger than in the past six or seven years when production in these industries was at its height. It indicated, in most cases, a return to the seasonal pattern of employment of the pre-war years. Probably about 200,000 workers will be released from the seasonal industries during the winter months.

As well as seasonal disturbances, changing market conditions were beginning to affect employment levels. The main development here was the loss of export markets and the most decided effect on employment to date was in the logging industry. In the Maritime and Quebec regions, particularly, sharp declines in woods employment were indicated and, as a result, unemployment in these regions was considerably higher than at this time last year. Loss of markets in some manufacturing industries, notably those producing aluminum and farm implements, had also brought about employment declines.

In addition to cut-backs in specific industries, there was a general tendency for employers to lay off extra or inefficient workers in order to cut costs and thus improve their position in the increasingly competitive domestic market. Highly skilled help was still being hired but most of the workers being released were not able to meet these qualifications. By December 8, some 234,000 applicants were looking for work at employment offices and registrations were expected to increase until the

spring. Despite these increases, however, unemployment is still at a relatively lower level than in the United States at the present time.

Most of these workers are protected during short periods of unemployment by unemployment insurance. Over two-thirds of all paid workers in Canada are insured. Those not insured are mostly in the service industries, where there is little unemployment, or are salaried workers being paid more than \$3,120 per annum. There are, however, some 225,000 to 250,000 paid workers in the primary industries who are not covered by unemployment insurance, although a number of these persons work in construction or other insured employment in the summer and thus may be able to draw some benefits during the winter. At the middle of November, 54 per cent of the unplaced applicants were in receipt of unemployment insurance benefits, and this percentage may increase as the winter progresses.

Industrial Analysis

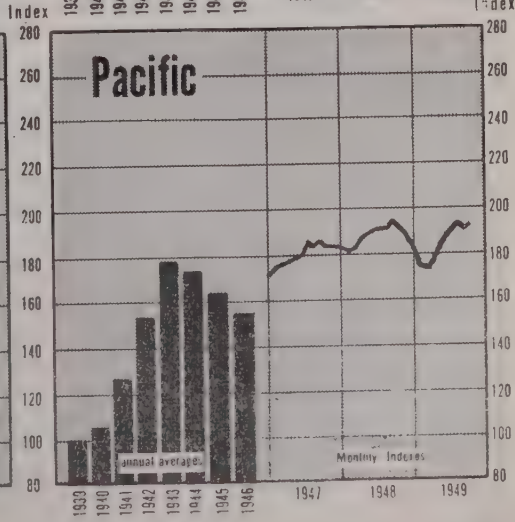
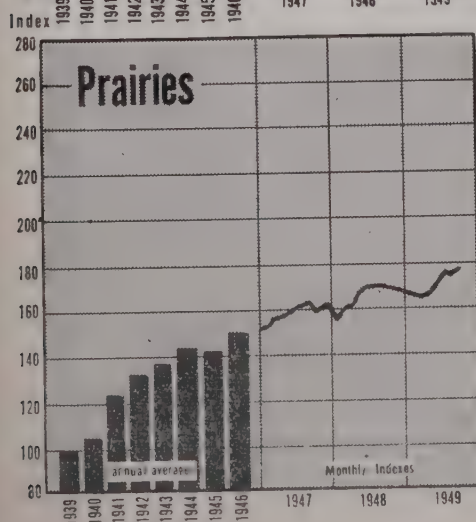
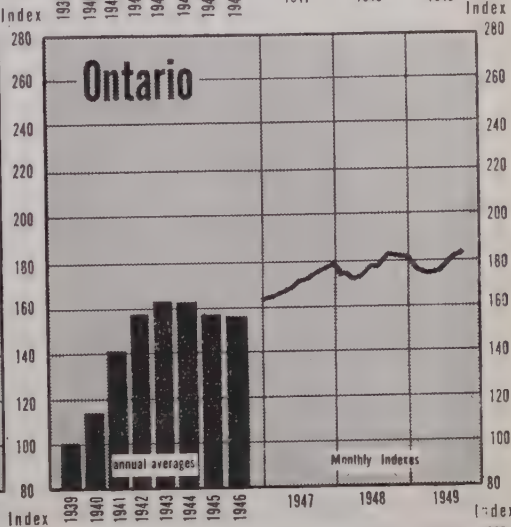
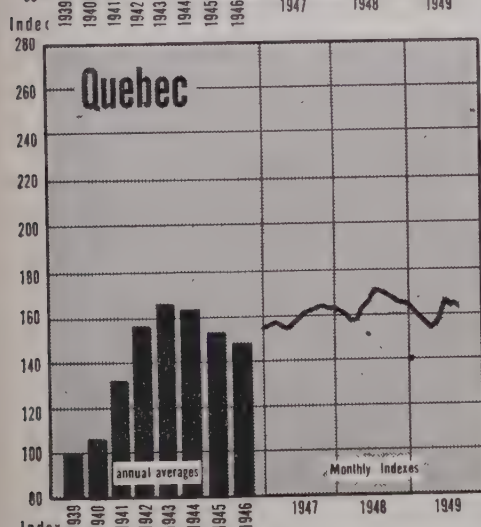
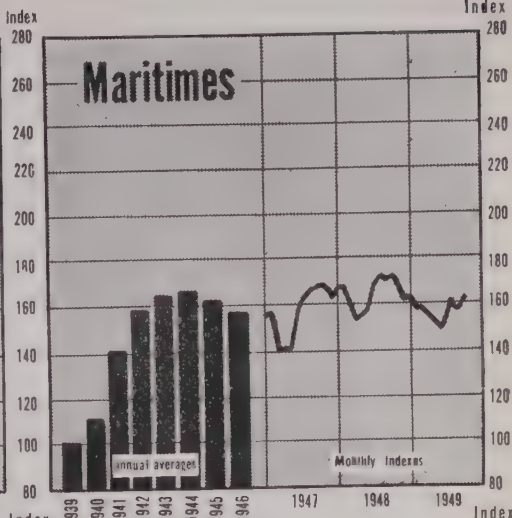
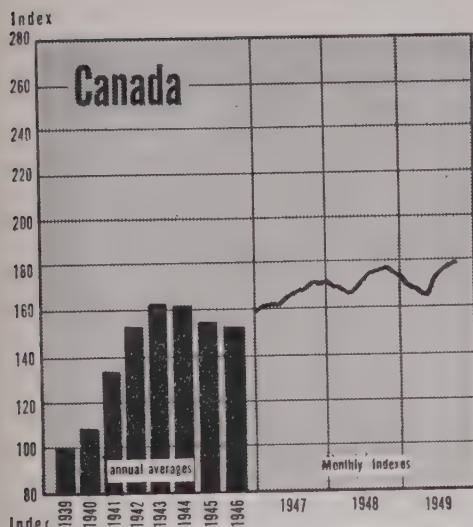
In **agriculture** the demand for workers was light during November as Fall work was finished on most farms. For the first time in several years, local help was reported as available for this type of work. The number of applicants was not large, but all vacancies were promptly filled.

The usual seasonal movement of workers out of the industry was under way during November, but it was reported that larger numbers of farmers were staying at home this winter, as employment opportunities in other industries were fewer. In fact, one or two areas reported that experienced farm workers were going back into agriculture after spending some time in industrial employment.

REGIONAL EMPLOYMENT TRENDS

Average: 1939 = 100

Seasonally Adjusted



The demand for farm workers on the Prairies was cut down by the reduction in the number of livestock on farms. Mild weather during most of the month permitted farmers to keep their livestock outside. When feed hauling becomes necessary, an increase in the demand for farm workers was expected. Wages offered, reported as varying from \$40 to \$65 per month plus board, were not high enough to attract a surplus of workers to the industry.

Logging activity in the east was in full swing in November with conditions generally ideal for cutting. There had been considerable unemployment among loggers this year as requirements in most areas were well below the 1948-49 season. This was keenly felt by seasonal farm workers who count on woods work as a supplementary source of income.

It is expected that most of the cutting will be completed by the end of December this year. Many areas reported that 75 per cent of the cut had been finished early in December. Snow conditions indicated that hauling may start earlier this year, but the peak of these operations will not come until January. This will result in short lay-offs for some workers.

In British Columbia, rain and storms during the latter part of November washed out roads, culverts and bridges, making trucking impossible. Only a few camps were closed, however, and the larger operators were continuing with full crews.

Employment in the **manufacturing** industries remained at approximately the same level as in 1948, in spite of the effect of such adverse factors as a lower volume of export trade and a reduction in forward buying. Other factors, such as continued high consumer spending and capital investment, have been operating as sustaining factors on employment and production. Manufacturing remains the largest employer of labour among the major Canadian industries, with a paid-worker labour force of nearly 1,100,000.

Employment opportunities offered by manufacturing plants have been fewer in total during 1949, however. New industrial building has slowed down; the labour force has been more stable; new production methods and machinery have in some cases reduced labour requirements and short-time and lay-offs have become more prevalent. Job-seekers, as a result, have tended to be taken on in other expanding industries, such as construction, transportation and communications.

Toward the end of the year, an increasingly large number of workers in manufacturing were registered as unplaced applicants at local employment offices, most of

whom are claiming unemployment insurance. Unskilled workers have been especially hard hit by this periodic unemployment. At November 3, 1949, there were 15,000 persons registered under unskilled manufacturing occupations, with another 30,000 in unspecified unskilled occupations. There were considerable numbers of skilled workers registered: 7,000 in metalworking occupations; 4,000 in secondary textiles; 2,500 in primary textiles; 1,400 in leather and leather products; and about 1,000 in food products occupations. The duration of unemployment for many of these was short but on the whole an increase in seasonal unemployment among manufacturing employees occurred this Fall.

The Canadian **construction** industry completed its most successful year in history in 1949, during which it provided employment for over 350,000 workers. The volume of business was well above that of 1948, with contracts awarded for the first ten months totalling \$900 million, as compared to \$815 million during the same period in 1948.

The industry was quite active early in the month but gradually slackened off as weather conditions became increasingly unfavourable. Highway, bridge and street construction projects closed down early but inside work on housing and commercial and institutional building maintained employment. Large gangs were employed during the month on big projects such as railway track-laying and hydro construction.

Lay-offs which took place as the various projects were completed affected general labourers first. Most skilled workers, such as first-class carpenters and bricklayers, were still working at the end of the month. Employment offices reported large increases in the number of unemployment insurance claims from construction workers and expected that many of these would be carried on throughout the whole winter.

The labour market in **trade** establishments was slow during November with hirings in anticipation of Christmas sales being slightly below 1948 levels. The seasonal increase in sales was late in starting because of mild weather conditions but both mail order and store sales were reported as picking up rapidly in the last week of the month.

The supply of workers was ample to meet demands arising out of the Christmas rush. More applicants, both male and female, were available for sales work and employers were interested chiefly in experienced help. Considerable demand was reported from department stores in larger cities such as Toronto, Montreal and Winnipeg. Younger

men were being taken on in some cases, as trainees to be added to the permanent staffs. Most stores were reluctant to make estimates of their employment requirements for 1950 but indicated that there might be reductions in some cases of permanent staffs as well as the usual lay-offs of seasonal help.

Regional Analysis

The decline of employment in the **Maritime** region during November was more than seasonal according to all indications, and the employment level was probably lower than last year at the same period.

Seasonal curtailment of activity in construction, agriculture and fishing had displaced thousands of workers, but the usual expansion in logging which absorbs many of them, had not occurred this year. The result had been a rapidly mounting labour surplus. However, although pulp and pitwood operations had been at a greatly reduced level so far, the long lumber industry was still hopeful of supplying a good proportion of the United Kingdom's softwood requirements for 1950. Negotiations for the new contracts had not yet started, but some operators were planning to open camps shortly. Orders for hardwood lumber had been placed by the United Kingdom both for delivery this year and in 1950.

The coal mining industry was maintaining a high level of production and prospects were that steady employment would continue throughout the winter. Employment in heavy manufacturing remained normal, but a slight decline was indicated in the next few months.

In northern New Brunswick, further unemployment may be expected as the short logging season draws to a close. A poor season for the trade and service industries was also indicated. In St. John's, Newfoundland, the provincial government announced that 4,829 men were employed throughout the province on public work projects. An average of two or three months' work for each man was indicated. In the Grand Falls area, the sharp reduction in logging operations had created considerable unemployment both in this industry and amongst pulp and paper workers.

Employment in the **Quebec** region has declined slightly from last year's high level according to all indications. Chief cause of the decline has been the reduction of logging operations and the effect of foreign competition on manufacturing production.

Seasonal unemployment mounted as construction activity tapered off—only

advanced construction with inside work will continue for the next few months. The transportation industry released workers as the port of Montreal closed. By the end of the month, unplaced applicants at Employment Service offices amounted to 67,300, about 29,000 more than at the same time in 1948.

Labour turnover in woods operations, contrary to expectations, has been heavy because of the lower wages being paid in some areas. Although this development will mean employment for a great number of workers, the average wage earned will be less. Furthermore, most operators plan to complete cutting schedules before the end of December, which will displace several thousand additional workers.

Activity in manufacturing industries decreased slightly during November. Pulp and paper production and clothing production were at a lower level than last month. The textile industry reported some loss of orders because of British competition.

The most significant feature of the **Ontario** regional economy is the wide diversification of its industry. This diversification had enabled the maintenance of a high level of employment in the face of adverse developments for several sectors of the economy. Thus in spite of the loss of certain export markets as a result of international exchange problems, and the shortages created by the United States steel strike, indications were that the level of employment has risen above the high level of last year.

During the month, employment in heavy manufacturing industries increased as a result of greater production in the automobile and agricultural implements industries. The construction industry continued active throughout November and new projects were still being started; thus the level of winter employment should be relatively high.

The wholesale and retail trade industry reported declines in sales and continued evidence of price consciousness, particularly in luxury and novelty goods.

Employment in the **Prairie** region is subject to wide seasonal fluctuations since primary industries are so important to the economy. Stormy weather and heavy snowfalls during early November speeded up the usual decline in many seasonal activities at this time of the year. Employment was still at approximately the same level as last year, however, according to all indications.

During the next few months as further declines occur in construction, transportation and logging, the number of unplaced applicants registering at employment offices

will undoubtedly increase. Basically, however, conditions in this region, especially in the western section, compared favourably with the other sections of the country.

The level of employment in the logging industry, which normally supports a major segment of total winter employment for the region, has been well below last year's. Furthermore, indications were in several areas that the cutting season would end before Christmas, instead of continuing well into the New Year, as usual.

On the other hand, the coal mining industry was in full operation in most areas since this is its seasonally active period. Similarly, meat packing plants were working at capacity; cattle and hog shipments were in good volume and prices were high owing to the favourable market in the U.S.

Employment conditions in the *Pacific* region during November followed the normal pattern until sudden stormy weather struck towards the end of the month. Heavy rains and flash floods hastened the usual seasonal decline in construction and disrupted logging employment.

In the logging industry, employment conditions were stable in all areas except Prince George, until the heavy rains halted some operations. Damage to roads and bridges was widespread. The worst impact was felt in the areas surrounding Nanaimo and Duncan, where approximately 2,000 workers were thrown out of work. With this disruption of activity and the nearness of the annual Christmas shut-down, the immediate outlook for the industry was clouded with uncertainty. Previous indications were that employment would continue at a good level until at least the end of January. From then on, it was hoped that new United Kingdom commitments would result in further improvement. Under present conditions, however, it would not be possible to determine trends until the middle of January.

Conditions in the sawmill industry were good and most mills were operating at capacity. Since devaluation, exports to the United States had increased considerably. Indications were that the level of operations would remain stable until January or February when the United Kingdom contract now open for tender would probably be settled. If a good part of any United Kingdom order goes to British Columbia producers, a further increase in mill employment can be expected.

Employment Service Activities

Some 50,000 persons were added to the number unplaced during November. This was an unusually large increase for the time

of year. Starting about the middle of October, two weeks earlier than in 1948, the influx of applicants into employment offices began to quicken, with each week showing a larger rise than the week before. An advance of 11,000 over the previous week was registered in the last week in November; by the first week in December, 14,000 were being added in one week. The latest figure shows 234,000 unplaced applicants at employment offices at December 8.

When assessing these unplaced applicants as an indicator of employment conditions, however, it must be realized that the applicants' total includes a number of persons already employed who are seeking other work. On the other hand, there may be some unemployed who have not registered in National Employment Service offices and who, therefore, are not included.

The pattern which registrations were following are to some extent evident in the statistical information available for October. At the end of that month, over one-third of the applicants on file were registered in unskilled occupations, and the majority of these were looking for general labouring jobs. Most of the winter increase in unemployment occurs among this category of workers; this year, however, there is likely to be a sharper than usual increase in the number of skilled and semi-skilled workers seeking jobs. Already the proportion in this latter group is larger than at the same time last year (31 per cent of all applicants as compared with 26 per cent in 1948).

About one-half of all unplaced applicants were receiving unemployment insurance benefits at the middle of November. In addition, a number were putting in their nine days' waiting period required by the Act before payment can begin.

About 60 per cent of all applicants had signed the live unemployment register at the beginning of the month. The proportion seeking benefits is expected to increase steadily during the winter months, probably exceeding the 80 per cent who signed the register during February of last winter. Twenty to 25 per cent of those claiming may be disqualified because they cannot meet the necessary requirements laid down by the Act. The chief reason for non-entitlement will be insufficient contributions, although some will be disqualified because of not being unemployed, leaving work without just cause and other reasons. Generally, however, it would appear that relatively fewer workers are being disqualified this year from receiving benefits. About 79 per cent of all claims adjudicated in October, 1949, were allowed compared with 71 per cent in October, 1948.

The outlook for job possibilities during the coming winter months is not bright. Already vacancies registered are at a lower point than in the trough of the winter slump last year. Of the openings on file, over one-quarter are in the service industries. Hirings are currently being activated

by the Christmas trade and, while workers are still at a premium in the stenographic occupations and in some skilled trades, jobs for unskilled or semi-skilled workers, which account for the majority of unplaced applicants, will probably not be available in any number until the spring opening of activity.

EMPLOYMENT AND PAYROLLS IN CANADA, 1948

Industrial employment and payrolls reached record levels in 1948, according to the annual survey of the Dominion Bureau of Statistics. There was a falling-off in the proportion of women workers employed.

Employment in Canada in 1948, as reported by leading establishments in the eight major industrial divisions, showed a further upward movement. The index number for the year exceeded the all-time maximum of 1947 by 4.2 per cent, and the wartime peak recorded in 1943 by 6.4 per cent. An even greater advance occurred in the weekly salaries and wages index, which rose by 15.6 per cent.

A detailed review of the situation in 1948 in the nine leading industrial groups—manufacturing, logging, mining, transportation, communications, construction and maintenance, services, trade, and finance—is presented in the *Annual Survey of Employment and Payrolls in Canada, 1948*, released recently by the Dominion Bureau of Statistics. The report also contains information relating to the distribution of employees, industrially and geographically, and by sex, and discusses the changes that have occurred in the employment of women.

Employment

The higher level of industrial activity reported in 1948 brought the index of employment for the year to an all-time high of 195.8 per cent of the 1926 average. The previous maximum was in 1947, when the annual average reached 187.9.

At the beginning of 1948 the index number of employment was seven per cent higher than at January 1, 1947. As the year progressed the rate of increase diminished and by December 1, the index was only 2.4 per cent above that indicated at the same date in the preceding year.

Improvement recorded in 1948 was, as in 1947, generally greater in the non-manufacturing classes than in manufacturing, thus continuing a trend evident since the

termination of hostilities. There were two exceptions, logging and transportation. In the former, employment declined by seven per cent, as a result partly of unfavourable weather, and partly of export market conditions; apart from 1947, the average, however, was higher than in any earlier year.

Rather higher levels of industrial activity were indicated in all provinces in 1948 as compared with 1947. The increases in the index numbers of employment varied from 1.2 per cent in New Brunswick and 2.1 per cent in Saskatchewan, to 6.4 per cent in Alberta, 8.4 per cent in Nova Scotia, and 11.3 per cent in Prince Edward Island. The gains in Quebec, Ontario and British Columbia amounted to 3.2 per cent, 4.6 per cent, and 4.6 per cent, respectively.

Trends in Employment of Women

Information available respecting sex distribution is of comparatively short duration, and relates to a period which has been affected by many unusual factors, it is explained, and it is not yet possible to determine the extent to which fluctuations in the employment of men and women result from seasonal or other causes.

During 1948, there was an increase of nearly three per cent in reported employment of women, while the reported number of men rose by 4.5 per cent. In large part, the disparities in the rates of gain resulted in variation in the level of employment in the different industries included in the surveys: considerable expansion, for instance, took place during the year in construction, in which the personnel is largely male. In several of the industrial groups the ratios of women were somewhat

lower than during 1947. As compared with the war years, declines in the proportions of women were indicated in practically all cases.

Month to month changes indicated for workers of both sexes in 1948 were on ten occasions in the same direction, although not necessarily of the same magnitude. At September 1 and again at December 1, the trends were at variance, the reported number of men declining and the number of women rising. Seasonable movements were largely responsible for these differences. In spite of the moderate advances in the employment of women in the year under review, there was a slight falling-off in their proportion per 1,000 workers of both sexes on the payrolls of leading establishments.

Payrolls

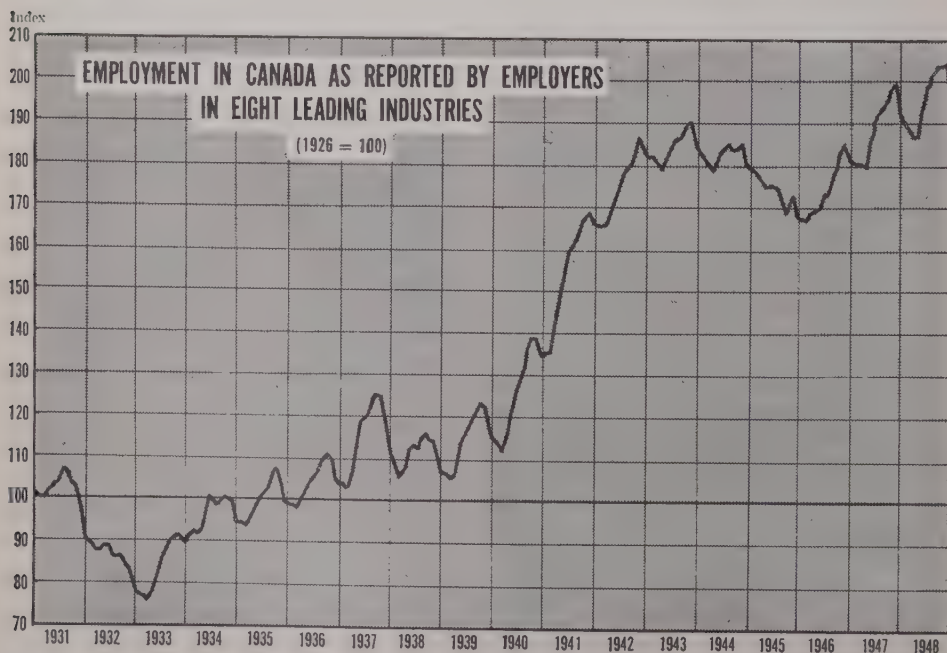
The index number of weekly salaries and wages in the eight leading industries rose in 1948 by 15.6 per cent as compared with 1947, previously the maximum in the record dating from June 1, 1941. The rise in the index in 1948 as compared with earlier years was due to the payment of higher wage and salary rates in most branches of industry, together with a rather greater volume of employment than in 1947. The losses in employment, working hours and earnings as a result of industrial disputes in the year under review were less than in immediately preceding years, the

improvement in this respect being particularly marked as compared with 1947 and 1946. In the nine leading industries, including financial institutions, the general index of payrolls was 199.0; as compared with 172.5 in 1947, previously the maximum in the record.

In the period for which monthly statistics of weekly payrolls are available, the disbursements of the larger firms in the eight leading industries have mounted by 99.6 per cent; the accompanying increase in the index of employment in 1948 was 28.2 per cent. The following factors are cited as being mainly responsible for the materially larger advance in the index of aggregate payrolls: (1) the payment of higher wages in very large numbers of industries and establishments, in addition to the general increases due to the mandatory payment of cost-of-living allowances during the war to the majority of workers; (2) the progressive up-grading of employees as they gained experience in their work; and (3) reductions in the proportions of women workers.

Average Weekly Earnings

Weekly earnings of salaried employees and wage-earners on the staffs of leading employers in the eight major industrial groups averaged \$40.11 in 1948, before deductions for income tax, unemployment insurance contributions, etc., exceeding by 11 per cent the 1947 figure of \$36.15.



Highest averages were reported in steam railway operation (\$54.61), pulp and paper mills (\$54.24), and metallic ore mining (\$51.12). The average in automobile manufacturing was also high.

In the lower categories of earnings, computed from data furnished by the larger establishments, fell the hotel and restaurant, hosiery and knitting, laundry and dry-cleaning, leather footwear, and garment and personal furnishing divisions, in which per capita figures varied from \$24.43 in the first-named to \$29.86 in clothing factories. In these industries, the proportions of women workers are high, while the average hours worked are frequently below the general level. In the case of the hotels and restaurants group, board and lodging

are often provided the workers; no allowance is made in the current data for the value of such perquisites. This is also the case in the logging industry, in which the collection of material on employment and payrolls is unusually difficult, largely due to the methods of payment used in many camps.

Average Work Week

Although the changes were not marked, there was a general trend in 1948 towards shorter hours in most industries. Reduction in the standard hours of work in some establishments was a factor, as was a diminution in the amount of overtime work in certain instances. These factors operated to a greater extent in the comparison

INDEX NUMBERS OF EMPLOYMENT IN THE EIGHT MAJOR INDUSTRIAL GROUPS: ANNUAL AVERAGES

(1926=100)

Industrial Groups	1929	1933	1939	1943	1945	1946	1947	1948
Manufacturing.....	117.1	80.9	112.3	226.2	203.6	186.3	199.0	105.0
Logging.....	125.8	66.5	119.1	180.4	247.3	268.5	309.1	287.6
Mining.....	120.1	97.5	163.8	158.5	146.9	155.2	158.1	173.6
Communications.....	120.6	83.9	84.4	104.5	117.6	141.9	164.3	177.0
Transportation.....	109.7	79.0	85.6	114.4	124.5	128.4	136.9	140.5
Construction and Maintenance.....	129.7	74.6	113.0	129.8	109.1	129.6	152.9	168.6
Services.....	130.3	106.7	137.4	189.8	205.7	224.2	240.1	251.6
Trade.....	126.2	112.1	136.6	155.1	174.8	191.2	207.1	221.4
Eight leading industries.....	119.0	83.4	113.9	184.1	175.1	173.2	187.9	195.8

¹ Establishments having 15 or more employees.

PERCENTAGE OF WOMEN WORKERS IN RECORDED EMPLOYMENT IN THE NINE MAJOR INDUSTRIAL GROUPS AS AT OCTOBER 1, 1942-1948

Industrial Group	1942	1943	1944	1945	1946	1947	1948
Manufacturing.....	25.7	27.9	28.3	26.0	24.1	22.9	22.6
Durable Goods ¹	15.3	19.1	18.8	13.8	11.7	10.9	10.5
Non-durable Goods.....	38.6	40.4	40.2	37.6	35.1	34.4	34.4
Electric Light and Power.....	11.2	12.5	13.0	12.6	10.6	10.6	11.7
Logging.....	1.8	2.4	1.9	1.9	1.8	1.8	1.7
Mining.....	2.0	3.1	3.3	2.8	2.4	2.1	2.2
Communications.....	47.7	52.6	55.5	55.8	54.7	52.8	52.3
Transportation.....	6.0	8.0	8.5	8.2	6.8	6.5	6.1
Construction and Maintenance.....	1.4	2.3	2.7	2.2	1.8	1.7	1.9
Services.....	51.6	58.0	58.2	57.6	54.4	53.6	51.5
Trade.....	45.3	49.1	49.3	46.8	41.9	40.2	39.0
Eight leading industries.....	22.7	25.3	26.1	24.2	22.2	21.0	20.9
Finance.....	44.9	50.8	53.9	53.3	46.7	47.1	46.9
Total—All Industries.....	23.5	26.2	27.1	25.3	23.2	22.0	21.9

¹ Comprises iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

with 1946 and 1945. Changes in the industrial distribution of the wage-earners reported in manufacturing also had an important effect in the comparison of the 1948 figures with those reported on the final year of the war and the immediate post-war period.

In some instances the averages were higher, largely due to the fact that, in general, the losses in working time in 1948 resulting from labour-management disputes were decidedly lower than in either 1946 or 1947. The higher average in building in 1948 was associated with continued improvement in the supply situation. In

the pulp and paper and dairy products industries, the averages of 49.0 and 47.0 respectively were considerably above the general averages. This was due in part to the fact that most establishments in these groups are situated in smaller centres, and that the staffs are largely male. Average hours, on the other hand, were relatively short in the garment and personal furnishings, fruit and vegetable preserving, and leather footwear plants, in which considerable numbers of women are employed. These are shown to be 36.6, 38.9 and 38.9 respectively.

PER CAPITA WEEKLY EARNINGS OF PERSONS IN RECORDED EMPLOYMENT IN THE NINE MAJOR INDUSTRIAL GROUPS: ANNUAL AVERAGES

(June 1, 1941=100)

Industrial Groups	1942	1945	1946	1947	1948
	\$	\$	\$	\$	\$
Manufacturing.....	29.17	32.65	32.51	36.57	40.91
Logging.....	20.34	26.89	29.03	35.42	39.11
Mining.....	34.79	38.60	39.21	43.03	48.77
Communications.....	28.13	31.48	32.76	34.42	37.66
Transportation.....	34.69	38.82	40.07	44.16	48.61
Construction and Maintenance.....	26.45	30.08	31.53	34.86	38.31
Services.....	17.37	19.87	21.06	23.48	25.87
Trade.....	24.07	26.85	28.45	31.29	34.38
Eight leading industries.....	28.56	31.99	32.38	36.15	40.11
Finance.....	30.20	33.51	34.85	37.09	38.80
Nine leading industries.....	28.61	32.04	32.48	36.19	40.06

ANNUAL AVERAGES OF HOURS WORKED PER WEEK IN SPECIFIED INDUSTRIES, 1946-48

Industries	1946	1947	1948
Manufacturing.....	42.7	42.5	42.2
Durable goods.....	42.8	42.7	42.3
Non-durable goods.....	42.6	42.3	42.0
Mining.....	43.2	42.2	42.6
Local Transportation.....	46.3	45.6	45.1
Building Construction.....	38.7	39.2	39.9
Highway Construction.....	37.7	39.3	37.5
Services.....	43.2	42.5	42.3

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index receded 0.5 points to 161.7 between October 1 and November 1, 1949. This marked the third successive monthly decline and lowered the index 1.1 below the August peak of 162.8. Easier food quotations again were primarily responsible for the decrease, although the clothing index moved down fractionally.

The food index dropped 1.7 points to 203.3 during October, due mainly to seasonal weakness for meats coupled with lower prices for eggs and fresh and canned vegetables. These outweighed increases for oranges, lemons and coffee. Clothing, the only other group to register a decline, receded from 184.1 to 183.7 due mainly to decreases for men's overcoats and suits and women's topcoats. Higher quotations for coal and coke imported from the United States were reflected in a further advance in the fuel and light index from 134.1 to 135.1. Home furnishings and services moved up 0.2 to 167.4 when higher prices for certain furniture items overbalanced decreases for dishes and glassware. The group indexes for miscellaneous items at 130.2 and rentals at 123.9 remained unchanged.

From August, 1939 to November, 1949, the increase in the cost-of-living index was 60.4 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for six of the eight regional centres moved lower during October, while two were higher. As in previous months, food changes were primarily responsible although clothing prices were easier at most cities. Home furnishings and services registered little change while miscellaneous items were steady; where United States coal prices were used the fuel and light index was firmer, while at other centres the index declined because of lower domestic fuel costs. Rents, which are based on quarterly surveys, remained unchanged.

Composite city index changes between October 1 and November 1 were as follows: Saint John -1.1 to 157.9; Montreal -1.1 to 164.3; Halifax -0.8 to 154.2; Toronto -0.7 to 157.2; Winnipeg -0.5 to 155.7; Vancouver -0.5 to 162.3; Saskatoon +0.4 to 162.8 and Edmonton +0.3 to 157.1.

Wholesale Prices, October, 1949

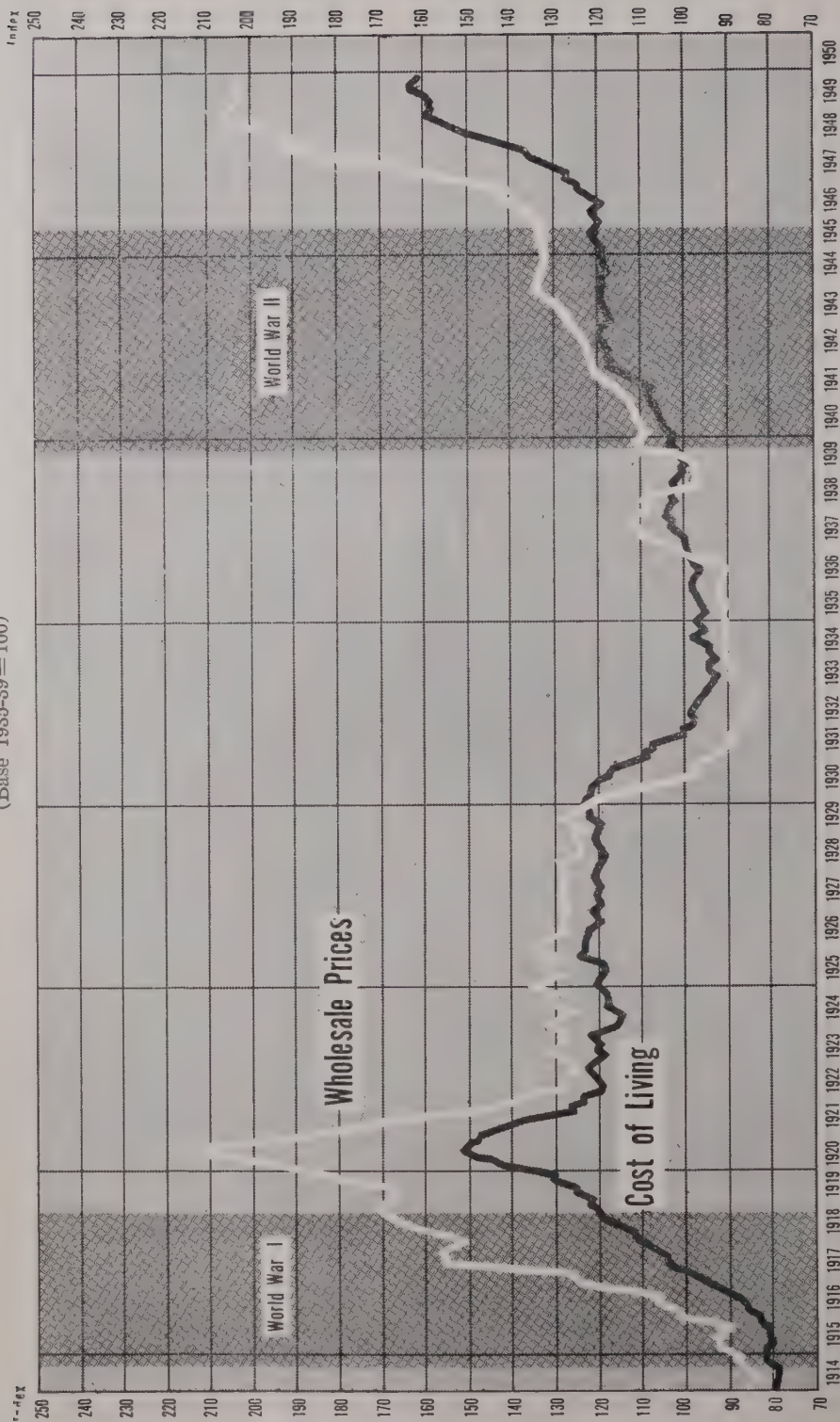
The general level of wholesale prices rose 1.7 points to 157.1 between September and October, 1949. When compared with October, 1948, a drop of 2.2 has occurred. Of the eight major groups, six were higher led by a gain of 6.4 points to 188.1 for wood, wood products and paper. Non-metallic minerals rose 4.9 to 138.9, while non-ferrous metals rose 2.9 to 141.2; iron products 1.7 to 173.5; chemical products 0.9 to 122.0, and vegetable products 0.7 to 142.6. Animal products dropped 2.3 to 164.5, while fibres, textiles and textile products remained unchanged at 158.9. Principal increases among individual commodities were as follows: steel scrap 25.0 per cent, corn meal 17.8 per cent, green coffee 15.1 per cent, fluid milk, Halifax 14.7 per cent, calf leather 12.9 per cent, western rye 10.9 per cent, sulphur 10.5 per cent, dyeing materials 10.1 per cent, red cedar shingles 10.0 per cent, newsprint 9.0 per cent. Among commodity decreases were quinine sulphate 23.8 per cent, molasses 19.6 per cent, ham, Montreal 17.5 per cent, canned corn 12.5 per cent, worsted cloth 10.3 per cent, zinc, sheet 9.3 per cent, cotton seed oil 8.7 per cent, canned peas 8.3 per cent, spruce lath 7.1 per cent.

The index of Canadian farm product prices at wholesale eased 0.7 to 145.0 between September and October. The decline was due entirely to weakness in animal product prices. An index for this series dropped 2.0 to 181.7. Field products were unchanged at 123.0.

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



STRIKES AND LOCKOUTS*

Canada, November, 1949

The number of disputes between workers and employers which resulted in work stoppages was little changed from the previous month. The number of workers involved was substantially lower but the time loss increased sharply, being almost double that for October, 1949. Three strikes which accounted for 87 per cent of the total time loss were rubber factory workers at Toronto, Ont., lithographers at London, Hamilton, Ottawa, Toronto, Ont., and Montreal, P.Q., and motor vehicle factory workers at Oshawa, Ont. Preliminary figures for November, 1949, show 20 strikes and lockouts in existence, involving 8,904 workers, with a time loss of 135,526 man-working days, as compared with 19 strikes and lockouts in October, 1949, with 16,008 workers involved and a time loss of 69,479 days. In November, 1948, there were 21 strikes and lockouts, with 3,452 workers involved and a time loss of 17,000 days.

For the first eleven months of this year, preliminary figures show 122 strikes and lockouts, involving 47,362 workers, with a time loss of 1,036,671 man-working days. In the similar period in 1948 there were 150 strikes and lockouts, with 41,025 workers involved and a loss of 865,028 days.

Based on the number of wage and salary workers in Canada, the time lost in November, 1949, amounted to 0.17 per cent of the estimated working time, as compared with 0.09 per cent in October, 1949; 0.02

per cent for November, 1948; 0.12 per cent for the first eleven months of 1949; and 0.10 per cent for the first eleven months of 1948.

Of the 20 strikes and lockouts recorded for November, 1949, two were settled in favour of the workers, three in favour of the employers, two were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month eight strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; optical lens factory workers at Edmonton, Alta., April 9, 1949; and textile products factory workers at St. Lambert, P.Q., August 29, 1949. As no reports have been received for some time on the strike of seamen, Great Lakes and St. Lawrence River, which commenced on June 6, 1948, it is considered to have lapsed.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1949, was 133 and 12 were

still in progress from the previous month, making a total of 145 during the month. In all stoppages of work in progress in the period there were 34,600 workers involved and a time loss of 143,000 working days was caused.

Of the 133 disputes leading to stoppages of work which began in September, ten, directly involving 17,400 workers, arose out of demands for advances in wages, and 52, directly involving 3,700 workers, on other wage questions; two, directly involving 200 workers, on questions as to working hours; 23, directly involving 3,900 workers, on questions respecting the employment of particular classes or persons; 36, directly involving 1,800 workers, on other questions respecting working arrangements; and seven directly involving 1,200 workers, on ques-

* See Tables G-1 and G-2.

tions of trade union principle. Three stoppages, directly involving 1,400 workers, were in support of workers involved in other disputes.

New Zealand

For the second quarter of 1949, figures show 33 strikes, involving, directly and indirectly, 12,360 workers and causing a time loss of 124,869 man-days.

United States

Preliminary figures for October, 1949, show 250 strikes and lockouts beginning in the month, in which 600,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 19,000,000 man-days. Corresponding figures for September, 1949, are 275 strikes and lockouts, involving 510,000 workers, with a time loss of 6,350,000 days.

SELECTED PUBLICATIONS RECEIVED IN LIBRARY OF THE DEPARTMENT OF LABOUR, OTTAWA*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. Students should apply for material through their institutional library.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	Nov.	Oct.	Oct.	Oct.	Oct.	Oct.
Labour Force—						
Civilian labour force (1).....000		5,253	5,109	4,848	†	†
Employed (1).....000		5,155	5,042	4,733	†	†
Male (1).....000		4,012	3,932	3,700	†	†
Female (1).....000		1,143	1,110	1,033	†	†
Paid workers (1).....000		3,575	3,284	3,278	†	†
Unemployed (1).....000		98	67	115	†	†
Index of employment (2).....%	201.9	202.2	203.3	178.1	187.5	121.7
Unemployment in trade unions (3).....%		2.2	1.0	1.0	0.3	9.1
Immigration.....No.		7,552	13,083	4,760	899	1,036
Adult males.....No.		2,831	4,920	869	196	318
Earnings and Hours—						
Total labour income.....\$000,000		663	633	471	†	†
Per capita weekly earnings.....\$	43.78	43.60	41.80	33.15	31.48	†
Average hourly earnings.....cents	99.5	99.3	94.6	71.4	†	†
Average hours worked per week.....	42.8	42.7	43.0	42.9	†	†
Average real weekly earnings, index (4).....	107.7	106.9	104.3	98.8	†	†
National Employment Service—						
Unplaced applicants (5).....000	164.0	172.4	87.3	142.2	†	†
Unfilled vacancies (5).....000	65.0	31.2	64.3	139.7	†	†
Placements, weekly average.....000	11.0	14.2	15.8	18.6	†	†
Unemployment Insurance—						
Claims.....000	105.9	83.5	44.8	57.7	1.0	†
Balance in fund.....\$000,000		576.9	499.8	343.9	157.1	†
Price Indexes—						
Wholesale (6).....	157.0	157.1	159.3	111.0	101.9	79.6
Cost of living (6).....	161.7	162.2	159.6	125.8	118.4	102.7
Residential building materials (6).....	226.3	227.0	288.9	156.3	(10) 139.1	(10) 102.3
Production—						
Industrial production index (6).....		185.9	185.4	157.6	197.1	117.8
Mineral production index (6).....		145.0	102.2	100.9	109.6	120.8
Manufacturing index (6).....		194.5	188.4	167.8	217.4	117.7
Electric power.....000,000 k.w.h.	3,914	3,975	3,774	3,550	3,459	2,590
Construction—						
Contracts awarded.....\$000,000	117.2	89.3	70.8	73.3	19.2	14.2
Dwelling units, started.....000		9.0	7.4	†	†	†
Completed.....000		9.1	8.2	(9) 67.3	†	†
Under construction.....000		61.0	62.9	†	†	†
Pig iron.....000 tons		166.0	186.4	75.0	146.8	85.8
Steel ingots and castings.....000 tons		258.9	281.9	123.8	272.0	149.9
Inspected slaughterings, cattle.....000	168.5	155.6	165.3	208.6	97.7	98.4
Hogs.....000	537.8	418.1	321.2	379.3	644.7	425.9
Flour production.....000 bbl.	1.95	1.86	1.96	2.43	2.12	2.09
Newsprint.....000 tons		435.7	392.6	376.4	259.3	281.0
Cement, producers' shipments.....000,000 bbl.		1.5	1.4	1.2	0.8	0.7
Automobiles and trucks.....009	19.7	28.1	25.1	15.0	13.8	11.3
Gold.....000 fine oz		365.3	306.9	241.0	280.0	433.1
Copper.....000 tons		22.3	20.4	15.0	24.4	25.5
Lead.....000 tons		13.1	16.0	14.7	17.6	17.8
Nickel.....000 tons		10.7	10.3	8.7	11.5	9.4
Zinc.....000 tons		21.9	22.1	18.3	23.4	14.9
Coal.....000 tons	2,056	1,901	1,810	1,627	1,547	1,748
Distribution—						
Wholesale sales index, unadjusted (7).....		314.5	321.9	276.8	176.5	132.0
Retail sales.....\$000,000		696.4	681.6	†	†	†
Imports, excluding gold.....\$000,000	239.6	234.3	243.4	186.4	162.9	79.1
Exports, excluding gold.....\$000,000	292.3	269.1	307.0	204.2	259.8	90.4
Railways—						
Revenue freight, ton miles.....000,000		5,523	5,907	5,467	5,815	3,753
Car loadings, revenue freight.....000	327.1	341.4	358.0	331.3	290.5	250.5
Banking and Finance—						
Common stocks, index (8).....	118.2	114.3	116.4	101.8	86.4	96.6
Preferred stocks, index (8).....	150.0	145.1	143.7	153.6	118.2	107.4
Bond yields, Dominion, index (8).....	89.2	89.1	96.3	85.0	97.3	111.9
Cheques cashed, individual accounts.....\$000,000	8,540	8,328	7,654	6,313	4,654	2,899
Bank loans, current, public.....\$000,000		2,213	2,011	1,302	985	952
Money supply.....\$000,000		4,377	4,208	4,041	(9) 3,153	(9) 1,378
Circulating media in hands of public.....\$000,000		1,187	1,201	1,063	(9) 990	(9) 281
Deposits.....\$000,000		3,190	3,007	2,948	(9) 1,877	(9) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of Aug. 20, 1949, Sept. 4, 1943 and Nov. 9, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending Sept. 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(Source: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1924-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
Total (10 months 1949).....	34,661	28,733	20,307	83,701
Total (10 months 1948).....	44,625	37,272	22,393	104,290

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Department of Mines and Resources, Immigration Branch

Month	Maritime	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,033
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
Total (10 months 1949)...	2,433	15,926	42,626	15,855	6,861	83,701
Total (10 months 1948)...	3,821	20,152	51,446	18,745	10,126	104,290

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Department of Mines and Resources, Immigration Branch

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	546	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
Total (10 months 1949)....	16,176	5,270	7,346	2,558	3,311	34,661
Total (10 months 1948)....	15,232	9,301	11,722	3,676	4,694	44,625

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—January.....	43	161	23	122	108	16	473
February.....	41	164	24	124	110	16	479
March.....	40	166	25	125	111	15	480
April.....	37	167	28	126	111	16	484
May.....	41	170	31	130	112	16	500
June.....	46	172	35	133	114	17	516
July.....	49	176	38	135	115	17	531
August.....	52	178	39	135	116	17	538
September.....	52	182	40	137	116	17	546
October.....	54	186	41	139	116	17	554
November.....	56	190	38	142	116	18	561
December.....	55	189	31	143	116	17	550
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At October 1, 20,572 employers in the eight leading industries reported a total employment of 2,106,724 and total payrolls of \$91,848,329

Geographical and Industrial Unit	Average Weekly Salaries and Wages			Index Numbers Based on June 1, 1941 as 100 p.c.							
				Employment				Payrolls			
	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1947	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1948
	\$	\$	\$								
(a) PROVINCES											
Maritime Provinces	37.60	37.58	37.16	124.4	124.9	126.5	123.5	213.4	214.1	214.9	
Prince Edward Island	33.95	33.59	33.33	154.6	154.3	153.7	151.9	241.7	238.7	235.0	
Nova Scotia	37.79	37.63	37.13	121.6	122.5	122.5	117.0	202.9	203.5	201.0	
New Brunswick	37.54	37.75	37.42	127.7	127.6	131.9	132.8	230.1	231.4	237.1	
Quebec	41.77	41.46	40.08	126.9	126.8	130.8	126.7	221.2	219.5	218.8	
Ontario	45.02	44.53	43.04	129.6	129.1	129.1	123.7	215.3	212.1	205.0	
Prairie Provinces	44.07	43.73	42.47	144.9	145.4	140.9	130.0	241.0	240.0	225.9	
Manitoba	43.88	43.43	42.56	139.1	137.7	134.2	124.9	230.4	225.8	215.4	
Saskatchewan	42.54	42.40	40.44	134.2	133.4	134.3	128.0	219.8	217.6	209.4	
Alberta	45.10	44.75	43.45	150.6	163.6	154.3	138.4	268.5	273.1	250.4	
British Columbia	46.41	46.61	41.28	157.3	159.5	159.2	152.7	256.2	269.7	247.4	
CANADA	43.60	43.27	41.80	132.3	132.4	133.1	127.6	223.6	222.0	215.7	
(b) CITIES											
Montreal	42.49	41.97	40.59	136.1	134.8	133.6	128.6	225.7	220.7	209.8	
Quebec	36.31	35.92	34.77	122.9	124.5	124.3	121.9	216.4	216.8	205.0	
Toronto	44.75	44.22	42.60	134.1	133.1	130.6	124.7	224.0	219.7	207.6	
Ottawa	38.31	38.06	35.53	133.1	134.5	130.4	121.2	220.2	221.1	200.0	
Hamilton	47.36	46.72	44.12	125.3	125.2	122.5	116.0	215.0	212.1	196.8	
Windsor	52.28	51.52	51.90	130.4	129.2	127.0	121.7	163.2	179.0	177.0	
Winnipeg	39.85	39.71	38.56	139.5	138.1	134.9	125.9	213.1	215.1	203.8	
Vancouver	44.85	44.85	41.86	161.5	164.4	168.1	158.7	271.5	276.4	264.1	
Halifax	35.29	35.21	34.04	133.3	133.3	123.0	121.4	200.7	204.7	184.7	
Saint John	35.73	36.36	33.56	125.3	119.7	124.0	137.7	208.8	202.9	194.2	
Sherbrooke	37.35	36.01	34.57	115.0	116.2	117.0	113.3	207.0	201.5	194.7	
Three Rivers	42.09	41.27	41.24	136.8	142.5	141.2	141.5	222.0	226.6	224.4	
Brantford	42.75	41.75									
Kitchener—Waterloo	41.64	41.08	39.80	139.5	138.9	131.6	131.7	256.4	251.7	231.1	
London	41.37	41.05	39.44	154.8	156.5	148.8	143.1	251.6	252.1	230.5	
Fort William—Port Arthur	46.66	44.99	45.66	81.9	82.9	90.3	85.9	144.6	141.1	155.2	
*St. Catharines	49.72	49.06									
Regina	39.02	38.84	36.72	138.2	136.5	135.2	125.9	228.5	224.6	209.9	
Saskatoon	38.70	38.09	36.09	156.3	156.6	154.1	159.9	275.7	271.8	253.2	
Calgary	42.54	42.42	40.20	149.2	150.8	138.4	131.8	251.0	253.1	219.5	
Edmonton	41.60	41.46	39.81	182.4	184.2	173.5	140.7	306.2	308.2	277.5	
Victoria	42.91	42.74	39.16	152.2	155.2	146.5	155.2	258.4	262.4	228.6	
(c) INDUSTRIES											
Manufacturing	44.82	44.20	42.85	124.1	124.5	125.0	121.2	214.3	212.1	206.3	
Durable Goods ¹	48.18	47.35	46.12	116.0	116.5	119.4	117.3	199.0	196.5	195.3	
Non-Durable Goods	41.62	41.12	39.63	129.7	129.8	128.8	124.3	229.2	226.6	217.6	
Electric Light and Power	48.46	48.54	46.37	172.7	176.7	158.8	136.6	266.1	272.7	232.6	
Logging	39.32	43.13	38.46	113.2	101.6	169.1	180.7	221.2	217.9	326.1	
Mining	52.46	51.29	51.04	104.0	104.9	101.4	93.2	170.8	168.3	161.9	
Communications	41.32	41.00	38.56	205.9	208.4	189.6	174.3	307.5	308.8	255.5	
Transportation	51.91	51.80	51.31	147.6	147.2	148.4	143.4	233.8	232.6	232.7	
Construction and Maintenance	42.26	42.02	40.35	144.5	147.9	141.9	129.8	265.0	269.7	243.3	
Services²	28.37	27.94	26.32	152.9	157.0	153.1	145.8	259.2	262.2	243.3	
Trade	37.31	37.34	35.30	148.9	145.4	143.4	135.0	233.0	227.6	212.6	
Eight Leading Industries	43.60	43.27	41.80	132.3	132.4	133.1	127.6	223.6	222.0	215.7	
Finance	41.20	41.55	38.99	147.8	145.2	142.7	136.2	209.9	207.9	191.5	
Nine Leading Industries	43.50	43.20	41.69	132.9	132.8	133.5	128.0	223.1	221.4	214.7	

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4 with the exception of electric light and power.

² Mainly hotels and restaurants and laundry and dry-cleaning plants.

* Includes Welland, Thorold and Merriton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)
(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Salaries and Wages	Index Numbers of			Average Salaries and Wages
	Employ- ment	Aggregate Weekly Payrolls	Average Salaries and Wages		Employ- ment	Aggregate Weekly Payrolls	Average Salaries and Wages	
				\$				\$
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Oct. 1, 1945.....	110.5	137.8	127.0	32.08	112.1	140.4	127.3	32.54
Oct. 1, 1946.....	116.6	149.8	131.3	33.15	112.1	143.0	129.8	33.18
Oct. 1, 1947.....	127.6	184.9	148.1	37.39	121.2	177.5	148.8	38.04
Oct. 1, 1948.....	133.1	215.7	165.5	41.80	125.0	206.3	167.6	42.85
Nov. 1, 1948.....	133.3	218.0	166.9	42.15	124.0	207.1	169.7	43.38
Dec. 1, 1948.....	133.8	219.0	167.2	42.23	123.8	208.3	171.0	43.72
Jan. 1, 1949.....	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949.....	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949.....	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
Apr. 1, 1949.....	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.50
May 1, 1949.....	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.45
June 1, 1949.....	127.4	209.0	167.6	42.32	122.1	203.7	169.4	43.31
July 1, 1949.....	130.5	217.6	170.1	42.96	123.5	209.8	172.4	44.09
Aug. 1, 1949.....	131.3	218.9	170.3	43.01	122.9	208.5	172.2	44.04
Sept. 1, 1949.....	132.4	222.0	171.4	43.27	124.5	212.1	172.9	44.20
Oct. 1, 1949.....	132.3	223.6	172.7	43.60	124.1	214.3	175.3	44.82

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)
(The latest figures are subject to revision)

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1933.....	90.4	90.9	.....	.....	.....	89.1	89.6	98.7	.....	.....	.....	85.6
Oct. 1, 1934.....	100.0	103.1	.....	.....	.....	96.0	104.8	95.7	.....	.....	.....	95.4
Oct. 1, 1935.....	106.1	112.9	.....	.....	.....	103.1	108.1	102.7	.....	.....	.....	106.0
Oct. 1, 1936.....	110.1	117.9	.....	.....	.....	106.0	112.6	108.6	.....	.....	.....	108.1
Oct. 1, 1937.....	125.7	134.9	100.6	132.7	159.5	127.3	130.4	107.6	99.2	120.4	112.2	117.9
Oct. 1, 1938.....	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939.....	121.7	117.9	103.2	130.5	130.4	126.4	121.4	116.4	104.9	134.7	121.8	118.7
Oct. 1, 1940.....	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.8
Oct. 1, 1941.....	165.8	175.4	121.1	194.8	154.6	173.9	172.2	134.3	129.2	128.7	146.1	149.4
Oct. 1, 1942.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Oct. 1, 1943.....	187.5	190.8	125.5	218.4	159.8	203.0	187.2	146.4	139.2	137.1	163.5	197.4
Oct. 1, 1944.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	185.6
Oct. 1, 1945.....	168.7	170.5	124.2	185.7	153.9	175.0	169.6	147.4	141.1	142.6	160.2	174.2
Oct. 1, 1946.....	178.1	176.7	139.8	185.5	167.8	184.7	179.0	161.1	153.6	156.5	175.3	179.3
Oct. 1, 1947.....	194.8	188.2	162.7	196.5	179.2	199.3	199.6	166.8	155.7	163.1	186.1	206.0
Oct. 1, 1948.....	203.3	192.8	164.6	205.7	178.0	205.8	208.3	180.8	167.3	171.1	207.5	214.8
Nov. 1, 1948.....	204.6	194.9	160.4	207.7	180.8	207.1	208.6	180.3	168.6	167.9	206.1	212.2
Dec. 1, 1948.....	204.3	197.8	156.2	209.9	184.9	207.5	210.4	180.9	169.3	167.0	207.6	206.1
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
Apr. 1, 1949.....	187.6	167.4	163.0	173.1	160.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.5	169.0	151.2	176.4	160.7	194.6	202.4	177.4	163.7	165.1	206.3	204.7
July 1, 1949.....	199.5	187.4	152.8	202.0	176.6	198.0	206.4	181.8	168.0	167.3	212.2	209.1
Aug. 1, 1949.....	200.5	188.9	157.6	203.8	171.7	199.4	205.5	185.6	170.7	169.7	218.6	212.6
Sept. 1, 1949.....	202.1	190.4	165.3	205.7	172.1	199.5	208.3	186.6	171.7	169.9	220.0	215.1
Oct. 1, 1949.....	202.0	189.6	165.6	204.2	172.2	199.6	209.1	185.9	173.4	171.0	214.6	212.2
Relative Weight of Employment by Provinces and Economic Areas as at October 1, 1949.....	100.0	7.1	0.2	4.2	2.7	28.8	42.0	12.4	5.5	2.4	4.5	9.7

NOTE: The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948
	\$	\$	\$									
Manufacturing.....	41.82	44.20	42.85	124.1	124.5	125.0	214.3	212.1	206.3			
Animal products—edible.....	43.25	42.25	40.12	143.8	150.3	142.6	244.7	249.8	229.2			
Fur and products.....	42.76	41.12	40.79	139.5	135.5	141.5	223.0	208.3	215.7			
Leather products.....	33.14	32.80	31.45	108.8	109.6	106.3	190.3	189.8	176.4			
Boots and shoes.....	31.88	31.54	30.11	108.9	111.7	106.1	195.5	198.4	179.7			
Lumber and its products.....	40.09	39.73	37.79	124.8	127.2	127.2	231.1	233.8	222.5			
Rough and dressed lumber.....	41.27	41.08	38.93	120.6	124.9	123.6	233.8	240.7	227.1			
Furniture.....	39.77	39.03	37.27	127.2	155.4	143.1	229.7	222.8	197.9			
Other lumber products.....	36.21	36.10	34.66	113.6	113.9	130.2	222.4	222.2	238.6			
Plant products—edible.....	35.55	35.33	33.73	172.9	172.4	176.1	272.0	269.6	263.1			
Pulp and paper products.....	50.36	49.84	48.72	141.0	141.5	144.6	239.3	237.7	238.6			
Pulp and paper.....	56.85	56.43	56.90	130.5	131.5	141.8	235.2	235.1	253.6			
Paper products.....	41.16	40.58	38.45	173.2	171.7	164.3	294.2	287.5	261.7			
Printing and publishing.....	47.51	46.85	45.52	142.0	142.8	141.0	226.1	224.1	205.8			
Rubber products.....	44.87	44.91	44.53	127.6	123.6	130.2	244.2	236.8	247.2			
Textile products.....	35.68	34.89	33.33	135.5	114.3	113.1	215.3	208.3	196.9			
Thread, yarn and cloth.....	39.27	37.84	35.68	108.9	109.4	110.3	226.3	218.9	208.3			
Cotton yarn and cloth.....	38.13	36.19	34.75	89.4	90.5	81.0	176.8	169.9	164.6			
Woolen yarn and cloth.....	37.59	37.26	34.72	100.3	101.6	106.4	210.7	211.6	206.9			
Synthetic silk and silk goods.....	41.98	40.44	37.33	150.3	148.4	145.7	341.2	324.5	293.4			
Hosiery and knit goods.....	33.02	31.84	30.23	111.0	108.5	119.0	202.2	190.6	198.5			
Garments and personal furnishings.....	32.87	32.62	31.62	131.4	128.6	119.0	223.3	216.9	195.5			
Other textile products.....	37.69	37.40	35.79	95.5	94.9	96.9	177.9	175.4	166.7			
Tobacco.....	42.30	41.77	39.09	114.9	113.3	115.4	270.5	263.4	251.4			
Beverages.....	47.83	47.79	45.20	176.7	188.1	169.8	285.0	303.2	289.3			
Chemicals and allied products.....	48.02	47.43	45.63	99.1	99.5	97.5	175.0	173.4	104.8			
Clay, glass and stone products.....	46.44	45.28	43.70	147.3	149.3	147.7	278.1	274.8	257.6			
Electric light and power.....	48.46	48.54	46.37	172.7	176.7	158.8	306.1	272.7	232.6			
Electrical apparatus.....	48.62	48.01	45.37	164.9	163.7	163.8	286.3	284.2	278.2			
Iron and steel products.....	50.33	49.33	48.63	107.2	107.4	110.8	177.3	174.1	176.9			
Crude, rolled and forged products.....	53.11	53.03	51.22	137.3	139.0	145.7	197.8	200.0	201.8			
Machinery (other than vehicles).....	48.12	47.59	45.87	110.1	111.1	116.8	185.0	184.6	187.5			
Agricultural implements.....	48.83	44.65	48.46	166.9	178.3	206.2	301.5	294.6	377.9			
Land vehicles and aircraft.....	52.27	51.07	50.97	103.9	102.7	99.2	167.3	161.5	155.6			
Automobiles and parts.....	55.11	53.16	53.78	124.0	120.4	110.5	178.0	166.6	154.7			
Steel shipbuilding and repairing.....	47.23	47.03	47.62	69.9	71.3	102.9	110.1	111.8	164.0			
Heating appliances.....	45.43	44.42	42.76	154.1	151.1	146.5	264.9	253.9	237.2			
Iron and steel fabrication (n.e.s.).....	50.12	49.04	47.37	103.4	103.1	102.0	217.6	212.4	199.2			
Foundry and machine shop products.....	47.68	46.21	46.26	88.4	88.7	96.7	201.2	195.8	196.5			
Other iron and steel products.....	47.31	46.87	44.97	98.9	99.1	100.3	170.9	169.7	166.0			
Non-ferrous metal products.....	50.02	49.46	47.42	113.6	114.3	121.7	210.8	209.7	209.4			
Non-metallic mineral products.....	53.47	53.37	52.77	128.0	127.6	124.0	234.1	232.9	224.4			
Miscellaneous.....	38.47	37.91	35.53	163.4	158.9	140.2	280.4	268.7	254.6			
Logging.....	39.32	43.13	38.46	113.2	101.6	169.1	221.2	217.9	326.1			
Mining.....	52.46	51.29	51.04	104.0	104.9	101.4	170.8	168.3	161.9			
Coal.....	50.92	49.66	50.14	96.7	96.0	98.4	193.5	187.2	193.7			
Metallic ores.....	55.17	54.21	53.76	92.7	92.3	88.4	141.0	137.9	131.0			
Non-metallic minerals (except coal).....	47.90	46.64	45.75	168.9	178.9	163.7	298.5	308.0	276.8			
Communications.....	41.32	41.00	38.56	205.9	208.4	189.6	307.5	308.8	265.5			
Telegraphs.....	45.05	45.16	45.23	126.1	130.5	127.9	223.1	231.2	227.1			
Telephones.....	40.30	39.88	37.15	225.5	227.7	207.2	325.3	325.0	275.6			
Transportation.....	51.91	51.80	51.31	147.6	147.2	148.4	233.8	232.6	232.7			
Street railways, cartage and storage.....	46.39	46.91	44.17	162.3	159.7	158.1	258.1	256.9	239.6			
Steam railway operations.....	58.05	57.62	58.34	137.6	137.7	138.9	220.5	219.0	223.7			
Shipping and stevedoring.....	44.77	44.26	44.40	140.5	142.1	150.8	242.3	242.4	258.0			
Construction and Maintenance.....	42.26	42.02	40.35	144.5	147.9	141.9	265.0	269.7	248.3			
Building.....	46.15	45.27	44.03	187.9	188.2	170.4	303.2	297.9	260.1			
Highway.....	37.17	37.19	35.31	130.0	133.9	137.0	250.4	258.2	250.6			
Railway.....	41.63	43.06	42.19	95.3	102.7	102.5	200.2	223.0	217.9			
Services (as indicated below).....	28.37	27.94	26.32	152.9	157.0	153.1	259.2	262.2	243.3			
Hotels and restaurants.....	26.19	25.84	24.83	159.4	166.2	164.3	276.4	284.1	269.6			
Personal (chiefly laundries).....	28.84	28.42	29.35	130.2	130.8	134.9	211.8	209.5	207.9			
Trade.....	37.31	37.34	35.30	148.9	145.4	143.4	233.0	227.6	212.6			
Retail.....	34.89	34.99	33.00	144.6	140.8	139.2	230.5	225.0	210.1			
Wholesale.....	43.20	43.02	40.87	163.9	161.2	157.9	238.0	233.0	217.9			
Eight Leading Industries.....	43.60	43.27	41.80	132.3	132.4	133.1	223.6	222.0	215.7			
Finance.....	41.20	41.55	38.99	147.8	145.2	142.7	209.9	207.9	191.5			
Banks and trust companies.....	37.34	37.12	34.73	158.8	155.1	153.5	227.7	221.0	203.9			
Brokerage and stock market.....	50.70	47.92	46.94	149.4	149.0	153.2	219.0	206.3	208.4			
Insurance.....	45.96	47.36	44.43	133.6	132.2	128.3	191.0	194.9	177.4			
Nine Leading Industries.....	43.50	43.20	41.69	132.9	132.8	133.5	223.1	221.4	214.7			

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	Oct. 1, 1949				Sept. 1, 1949		Oct. 1, 1948	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	834,804	251,574	76.8	23.2	77.2	22.8	77.4	22.6
Animal products—edible.....	31,397	5,310	79.1	20.9	78.3	21.7	79.8	20.2
Fur and products.....	2,784	1,539	64.4	35.6	64.8	35.2	63.3	36.7
Leather and products.....	18,732	12,328	60.3	39.7	60.9	39.1	60.9	39.1
Boots and shoes.....	11,260	8,530	56.9	43.1	57.3	42.7	57.5	42.5
Lumber and products.....	77,229	6,599	92.1	7.9	92.3	7.7	91.8	8.2
Rough and dressed lumber.....	48,626	2,383	95.3	4.7	95.3	4.7	95.0	5.0
Furniture.....	16,666	2,101	88.8	11.2	89.1	10.9	87.7	12.3
Other lumber products.....	11,937	2,115	84.9	15.1	85.0	15.0	86.0	14.0
Plant products—edible.....	46,335	29,320	61.2	38.8	61.8	38.2	62.5	37.5
Pulp and paper products.....	91,865	22,659	80.2	19.8	80.2	19.8	80.8	19.2
Pulp and paper.....	47,182	2,601	94.8	5.2	94.7	5.3	95.2	4.8
Paper products.....	13,856	8,027	63.3	36.7	63.6	36.4	65.7	34.3
Printing and publishing.....	30,827	12,031	71.9	28.1	71.6	28.4	71.1	28.9
Rubber products.....	16,045	5,637	74.0	26.0	75.2	24.8	74.3	25.7
Textile products.....	74,189	87,729	45.8	54.2	46.2	53.8	45.6	54.4
Thread, yarn and cloth.....	37,063	20,676	64.2	35.8	64.3	35.7	62.2	37.8
Cotton yarn and cloth.....	13,456	8,596	61.0	39.0	61.6	38.4	59.8	40.2
Woolen yarn and cloth.....	7,974	5,758	58.1	41.9	58.6	41.4	57.6	42.4
Artificial silk and silk goods.....	11,733	4,998	70.1	29.9	69.9	30.1	67.5	32.5
Hosiery and knit goods.....	8,801	15,197	36.7	63.3	36.1	63.9	35.5	64.5
Garments and personal furnishings.....	19,329	44,040	30.5	69.5	30.9	69.1	30.9	69.1
Other textile products.....	8,996	7,816	53.5	46.5	54.0	46.0	54.0	46.0
Tobacco.....	4,478	5,735	43.8	56.2	41.8	58.2	42.8	57.2
Beverages.....	18,012	2,445	88.0	12.0	89.3	10.7	87.7	12.3
Chemicals and allied products.....	32,888	10,739	75.4	24.6	75.6	24.4	75.9	24.1
Clay, glass and stone products.....	19,962	2,439	89.1	10.9	88.9	11.1	88.0	12.0
Electric light and power.....	31,302	4,252	88.0	12.0	88.1	11.9	88.3	11.7
Electrical apparatus.....	37,832	14,537	72.2	27.8	72.7	27.3	72.4	27.6
Iron and steel products.....	265,159	22,121	92.3	7.7	92.3	7.7	92.6	7.4
Crude, rolled and forged products.....	35,692	1,673	95.5	4.5	95.6	4.4	95.8	4.2
Machinery (other than vehicles).....	24,327	3,369	87.8	12.2	87.8	12.2	88.9	11.1
Agricultural implements.....	14,144	914	93.9	6.1	94.1	5.9	94.5	5.5
Land vehicles and aircraft.....	111,405	6,803	94.2	5.8	94.4	5.6	94.6	5.4
Automobiles and parts.....	43,536	5,080	89.6	10.4	89.5	10.5	89.5	10.5
Steel shipbuilding and repairing.....	13,306	501	96.4	3.6	96.3	3.7	96.9	3.1
Heating appliances.....	8,125	512	94.1	5.9	94.0	6.0	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,750	925	92.1	7.9	92.4	7.6	92.2	7.8
Foundry and machine shop products.....	8,035	421	95.0	5.0	95.5	4.5	95.4	4.6
Other iron and steel products.....	39,375	7,003	84.9	15.1	84.5	15.5	84.7	15.3
Non-ferrous metal products.....	40,224	6,180	86.7	13.3	86.7	13.3	85.7	14.3
Non-metallic mineral products.....	14,713	1,472	90.9	9.1	91.0	9.0	91.6	8.4
Miscellaneous.....	11,658	7,533	60.7	39.3	62.3	37.7	63.8	36.2
Logging	52,605	947	98.2	1.8	98.2	1.8	98.3	1.7
Mining	84,770	1,937	97.8	2.2	97.7	2.3	97.8	2.2
Coal.....	24,171	228	99.1	0.9	99.0	1.0	99.0	1.0
Metallic ores.....	43,331	891	98.0	2.0	97.9	2.1	98.0	2.0
Non-metallic minerals (except coal).....	17,268	818	95.5	4.5	95.3	4.7	95.4	4.6
Communications	26,217	29,117	47.4	52.6	47.1	52.9	47.7	52.3
Telegraphs.....	6,982	1,608	81.3	18.7	81.8	18.2	81.0	19.0
Telephones.....	17,213	26,701	39.2	60.8	39.3	60.7	40.0	60.0
Transportation	178,334	11,618	93.9	6.1	93.8	6.2	93.9	6.1
Street railways, cartage and storage.....	60,096	4,483	93.1	6.9	92.9	7.1	93.1	6.9
Steam railway operation.....	88,851	5,391	94.3	5.7	94.2	5.8	94.0	6.0
Shipping and stevedoring.....	29,387	1,744	94.4	5.6	94.4	5.6	95.1	4.9
Construction and Maintenance	262,266	4,818	98.2	1.8	98.2	1.8	98.1	1.9
Building.....	127,676	3,215	97.5	2.5	97.5	2.5	97.4	2.6
Highway.....	93,477	1,469	98.5	1.5	98.4	1.6	98.1	1.9
Railway.....	41,113	134	99.7	0.3	99.7	0.3	99.7	0.3
Services (as specified below)	35,415	37,807	48.4	51.6	48.2	51.8	48.5	51.5
Hotels and restaurants.....	23,687	23,846	49.8	50.2	49.6	50.4	50.7	49.3
Personal (chiefly laundries).....	7,560	12,348	38.0	62.0	38.4	61.6	38.8	61.3
Trade	182,319	112,176	61.9	38.1	62.6	37.4	61.0	39.0
Retail.....	117,342	91,328	56.2	43.8	56.8	43.2	55.2	44.8
Wholesale.....	64,977	20,848	75.7	24.3	76.3	23.7	75.0	25.0
Eight Leading Industries	1,656,730	449,994	78.6	21.4	78.9	21.1	79.1	20.9
Finance	47,590	43,084	52.5	47.5	52.8	47.2	53.1	46.9
Banks and trust companies.....	25,479	28,490	49.0	51.0	49.3	50.7	49.8	50.2
Brokerage and stock market operations.....	2,272	1,223	65.0	35.0	65.1	34.9	65.4	34.6
Insurance.....	19,839	15,371	56.3	43.7	56.7	43.3	56.5	43.5
All Industries	1,704,320	493,078	77.6	22.4	77.8	22.2	78.1	21.9

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Oct. 1, 1945.....	44.7	45.0	44.5	67.6	75.4	60.4
Oct. 1, 1946.....	42.9	42.8	42.9	71.4	77.8	65.7
Oct. 1, 1947.....	43.1	43.5	42.6	83.4	90.6	76.2
Oct. 1, 1948.....	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.1

* The averages at this date were affected by loss of working time at the year-end holidays.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
Oct. 1, 1945.....	\$ 32.45	\$ 30.31	\$ 35.57	\$ 33.93	\$ 29.61	\$ 28.88
Oct. 1, 1946.....	33.06	30.63	35.43	33.30	31.08	28.19
Oct. 1, 1947.....	37.94	35.95	40.94	39.41	35.21	32.46
Oct. 1, 1948.....	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.78
Dec. 1, 1948.....	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.70	42.40	48.18	46.35	41.62	38.72

¹ Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	Oct. 1, 1949	Sept. 1, 1949	Oct. 1, 1948	Oct. 1, 1949	Sept. 1, 1949	Oct. 1, 1948
Nova Scotia.....	43.5	42.9	43.6	90.9	90.7	84.9
New Brunswick.....	45.4	44.6	45.7	88.6	88.1	86.4
Quebec.....	44.4	43.8	45.0	90.1	89.5	85.9
Ontario.....	42.2	41.8	42.3	104.1	103.0	99.3
Manitoba.....	42.9	43.0	43.1	96.6	95.8	93.4
Saskatchewan.....	42.6	42.6	41.9	102.4	101.1	97.5
Alberta.....	42.2	42.9	41.6	100.8	99.1	95.3
British Columbia.....	38.1	38.2	38.9	118.0	116.9	111.3
Montreal.....	42.9	42.3	43.3	95.1	94.3	90.4
Toronto.....	41.1	40.6	41.1	102.8	102.1	99.3
Hamilton.....	41.9	41.4	42.1	113.2	112.4	104.5
Winnipeg.....	42.5	42.7	42.6	95.8	95.1	92.5
Vancouver.....	37.8	37.6	38.3	117.3	115.8	109.6

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948	Oct. 1 1949	Sept. 1 1949	Oct. 1 1948
	No.	No.	No.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	42.7	42.4	43.0	99.3	98.4	94.6	42.40	41.72	40.68
• Durable manufactured goods.....	43.0	42.5	43.3	107.8	106.6	102.6	46.35	45.31	44.43
Non-durable manufactured goods.....	42.5	42.2	42.7	91.1	90.4	86.6	38.72	38.15	36.98
Animal products—edible.....	42.0	42.4	42.4	98.3	94.8	90.5	41.29	40.20	38.37
Dairy products.....	45.6	46.7	47.2	75.9	74.1	73.7	34.61	34.60	34.79
Meat products.....	42.7	42.7	42.1	109.2	104.5	100.0	46.63	44.62	42.10
Leather products.....	40.7	40.5	40.3	75.7	75.3	72.2	30.81	30.50	29.10
Leather boots and shoes.....	40.1	40.1	39.8	73.3	72.9	69.3	29.39	29.23	27.58
• Lumber products.....	42.2	42.3	42.2	90.8	90.1	86.2	38.32	38.11	36.38
Rough and dressed lumber.....	41.6	41.9	42.1	95.5	94.4	89.7	39.73	39.55	37.76
Containers.....	43.8	44.1	43.9	80.0	80.0	75.6	35.04	35.28	33.19
Furniture.....	43.2	42.7	42.1	86.7	86.3	83.6	37.45	36.85	35.29
• Musical instruments.....	45.5	43.4	44.7	85.2	83.0	81.9	38.77	36.02	36.61
Plant products—edible.....	41.9	42.6	42.1	76.5	75.3	72.1	32.05	32.08	30.35
Flour and other milled products.....	46.4	46.0	45.9	95.9	94.0	89.4	44.50	43.24	41.03
Fruit and vegetable preserving.....	39.0	40.9	40.4	73.0	70.2	68.1	28.47	28.71	27.51
Bread and bakery products.....	43.7	44.2	43.0	79.0	73.3	75.3	34.52	34.61	32.38
Chocolate and cocoa products.....	42.7	42.4	42.0	66.7	66.8	63.4	28.48	28.32	26.63
Pulp and paper products.....	45.1	44.7	45.5	108.5	108.1	105.1	48.93	48.32	47.82
Pulp and paper mills.....	47.9	47.6	49.1	113.8	113.7	112.4	54.51	54.12	55.19
Paper products.....	43.8	43.2	42.8	85.7	85.1	81.4	37.54	36.76	34.84
Printing and publishing.....	41.0	40.4	40.7	114.8	113.6	104.6	47.07	45.89	42.57
Rubber products.....	40.9	41.0	41.9	103.3	104.1	102.2	42.25	42.68	42.82
Textile—all branches.....	41.4	40.6	41.4	80.6	80.0	74.7	33.37	32.48	30.93
Thread, yarn and cloth.....	43.8	42.5	43.6	84.8	83.7	77.0	37.14	35.57	33.57
Cotton yarn and cloth.....	42.6	40.7	42.6	86.3	84.6	77.9	36.76	34.43	33.19
Woolen yarn and cloth.....	43.6	43.5	43.1	79.7	79.5	75.0	34.75	34.58	32.33
Synthetic silk and silk goods.....	45.6	44.2	45.4	86.7	85.8	77.7	37.54	37.92	35.28
Hosiery and knit goods.....	41.3	40.6	41.7	75.2	74.5	68.8	31.06	30.25	28.69
Garments and personal furnishings.....	38.3	37.8	38.2	77.0	77.0	73.5	29.49	29.11	28.05
Tobacco.....	43.6	43.5	43.0	89.3	88.8	83.7	38.93	38.63	35.99
Beverages.....	43.1	43.5	43.6	99.3	98.1	93.5	42.80	42.67	40.77
Distilled and malt liquor.....	42.0	42.6	42.9	105.3	105.2	99.0	44.23	44.82	42.47
Chemicals and allied products.....	43.7	43.1	43.9	99.2	98.9	94.5	43.35	42.63	41.49
Drugs and medicines.....	41.6	41.1	41.3	82.9	82.3	78.4	34.49	33.83	32.38
• Clay, glass and stone products.....	45.8	44.7	45.4	98.1	97.3	93.0	44.93	43.49	42.22
Glass products.....	45.9	44.8	45.3	93.6	92.9	89.0	42.96	41.62	40.32
Lime, gypsum and cement products.....	47.5	45.7	46.8	99.2	98.6	92.8	47.12	45.06	43.43
• Electrical apparatus.....	41.8	41.1	41.1	109.5	109.3	103.8	45.77	44.92	42.66
Heavy electrical apparatus ¹	42.7	42.8	42.1	121.7	120.2	114.6	51.97	51.45	48.25
• Iron and steel products.....	43.1	42.5	43.8	113.5	112.1	107.9	48.92	47.64	47.26
Crude, rolled and forged products.....	43.2	43.9	45.5	119.9	117.8	109.9	51.80	51.71	50.00
Primary iron and steel.....	43.0	43.9	45.6	122.2	119.6	111.5	52.55	52.50	50.84
Machinery (other than vehicles).....	43.5	43.2	44.4	104.9	104.6	99.3	45.63	45.19	44.09
Agricultural implements.....	41.1	37.3	42.1	113.8	112.3	112.3	46.77	41.89	47.28
Land vehicles and aircraft.....	43.4	42.5	43.4	118.6	116.7	115.3	51.47	49.60	50.04
Railway rolling stock.....	44.3	44.3	44.1	113.7	112.1	112.0	50.37	49.66	49.39
Automobiles and parts.....	42.4	40.7	42.1	125.5	123.8	122.9	53.21	50.39	51.74
Aeroplanes and parts.....	43.8	43.0	45.2	110.7	107.7	100.4	48.49	46.31	45.38
Steel shipbuilding and repairing.....	41.9	41.8	44.8	109.2	109.2	104.6	45.75	45.65	46.86
Iron and steel fabrication n.e.s.....	42.7	42.2	43.0	108.5	106.5	102.0	46.33	44.94	43.86
Hardware, tools and cutlery.....	42.8	42.1	43.0	99.0	98.1	94.6	42.37	41.30	40.68
Foundry and machine shop products.....	42.3	40.9	43.6	110.8	109.8	104.5	46.87	44.91	45.56
Sheet metal work.....	42.8	43.5	42.9	102.3	102.4	96.4	43.78	44.54	41.36
• Non-ferrous metal products.....	43.5	43.4	43.5	108.9	107.6	103.7	47.37	46.70	45.11
Smelting and refining.....	44.4	45.1	44.1	118.1	115.6	117.4	52.44	52.14	51.77
Aluminum and its products.....	43.2	42.7	44.0	100.3	100.0	103.0	43.33	42.70	46.25
Brass and copper manufacturing.....	42.4	41.5	42.7	106.1	105.7	98.6	44.99	43.87	42.10
Non-metallic mineral products.....	42.1	41.9	43.3	118.9	118.2	112.5	50.06	49.53	48.71
Petroleum and its products.....	41.3	40.8	42.5	126.3	126.0	121.3	52.16	51.41	51.55
Miscellaneous manufactured products.....	42.1	41.1	41.7	86.1	86.1	82.0	36.25	35.39	34.19
Mining	43.7	42.9	43.4	116.8	115.8	114.8	51.04	49.68	49.82
Coal.....	39.4	38.4	39.0	127.7	126.9	126.8	50.31	48.73	49.45
Metallic ores.....	45.8	45.1	45.4	116.4	115.9	114.6	53.31	52.27	52.03
Non-metallic minerals (except coal).....	44.9	43.6	44.7	102.5	101.0	98.5	46.02	44.04	44.03
Local Transportation²	45.6	46.1	45.2	101.5	101.3	97.3	46.28	46.70	43.98
Building Construction	41.5	41.1	41.8	108.2	107.8	104.1	44.90	44.31	43.51
Highway Construction	38.9	39.4	39.2	85.0	85.1	80.3	33.07	33.53	31.48
Services (as indicated below)	42.0	42.5	42.2	64.6	63.0	60.4	27.13	26.78	25.49
Hotels and restaurants.....	42.5	43.4	42.7	63.4	61.6	59.7	26.95	26.73	25.40
Personal (chiefly laundries).....	41.0	40.5	41.0	66.9	66.2	62.0	27.43	26.81	25.42

^{*} Industries classed in the durable manufactured goods industries.¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Aug. 1, 1949, 228.8; Sept. 1, 1949, 228.1; Oct. 1, 1949, 230.9; at Oct. 1, 1948, the index was 217.5.² Chiefly street and electric railways.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	98.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.2*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949 ⁽¹⁾	42.7	99.3	42.40	140.3	131.2	106.9

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
December 1945.....	66,008	26,865	92,873	141,673	38,038	179,711
December 1946.....	68,818	38,707	107,525	110,465	29,003	139,468
December 1947.....	35,947	22,325	58,272	82,990	33,584	116,574
December 1948.....	17,841	16,808	34,649	92,144	37,408	129,552
January 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
November 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
December 1949 ⁽¹⁾	10,400	12,085	22,485	164,345	56,439	220,784

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 3, 1949

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from September 29, 1949	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	499	330	829	-1,141	-42.1
Logging.....	1,391	8	1,399	-276	-16.5
Pulpwood.....	1,061	2	1,063	-42	-3.8
Lumber.....	303	6	309	-247	-44.4
Other logging.....	27	—	27	+13	+92.9
Mining.....	525	12	537	-231	-30.1
Coal.....	268	1	269	-8	-2.9
Metallic ores—					
Iron.....	16	—	16	-30	-65.2
Gold.....	132	8	140	-133	-48.7
Nickel.....	52	—	52	+16	+44.4
Other metallic ores and non-metallic minerals.....	38	1	39	-55	-58.5
Prospecting and oil producing.....	19	2	21	-21	-50.0
Manufacturing.....	3,314	3,933	7,247	-3,424	-32.1
Food and kindred products.....	401	373	774	-486	-38.6
Textiles, apparel, etc.....	330	2,353	2,683	-1,472	-35.6
Lumber and finished lumber products.....	447	64	511	-254	-33.2
Pulp and paper products and printing.....	455	202	657	-193	-22.7
Chemicals and allied products.....	125	114	239	-85	-26.2
Products of petroleum and coal.....	23	8	31	-22	-41.5
Rubber products.....	30	39	69	-112	-61.9
Leather and products.....	86	302	388	-130	-25.1
Stone, clay and glass products.....	101	14	115	-96	-45.5
Iron and steel products.....	273	53	326	-122	-27.2
Non-ferrous metals and products.....	207	79	286	-129	-31.1
Machinery.....	182	40	222	-48	-17.8
Electrical equipment and products.....	140	64	204	-135	-39.8
Transportation equipment and other manufacturing.....	514	248	762	-140	-15.5
Construction.....	2,333	55	2,388	-1,498	-38.6
Transportation and Storage.....	615	60	675	-578	-46.1
Communications, and Other Public Utilities.....	221	225	446	-54	-10.8
Trade.....	2,054	2,172	4,226	-1,784	-29.7
Wholesale.....	677	290	967	-371	-27.7
Retail.....	1,377	1,882	3,259	-1,413	-30.3
Finance, Insurance, Real Estate.....	802	681	1,483	-362	-19.6
Service.....	2,780	7,723	10,503	-2,371	-18.4
Public.....	1,119	391	1,510	+286	+23.4
Domestic.....	100	4,726	4,826	-496	-9.3
Personal.....	739	2,276	3,015	-1,864	-38.2
Other services.....	822	330	1,152	-297	-20.5
All Industries.....	14,534	15,199	29,733	-11,719	-28.3

**TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY
OCCUPATION AND BY SEX, AS AT NOVEMBER 3, 1949**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	794	273	1,067	4,137	996	5,133
Clerical Workers.....	1,580	2,415	3,995	6,648	14,467	21,115
Sales Workers.....	1,687	1,140	2,827	3,560	6,892	10,452
Personal and Domestic Service Workers.....	710	7,080	7,790	11,748	8,916	20,664
Seamen.....	55	.....	55	1,794	6	1,800
Agriculture and Fishing.....	476	5	481	1,298	141	1,439
Skilled and Semiskilled Workers.....	6,729	2,807	9,536	44,341	8,764	53,105
Food and kindred products.....	127	57	184	794	415	1,209
Textiles, clothing, etc.....	167	2,144	2,311	1,658	5,010	6,668
Lumber and wood products.....	1,620	4	1,624	2,992	67	3,059
Pulp, paper and printing.....	217	51	268	621	312	933
Leather and products.....	64	200	264	856	553	1,409
Stone, clay and glass products.....	31	1	32	111	32	143
Metalworking.....	791	29	820	6,974	352	7,326
Electrical.....	97	20	117	960	254	1,214
Transportation equipment, n.e.c.....	7	.....	7	515	73	588
Mining.....	360	.....	360	498	.....	498
Construction.....	1,488	1	1,489	9,927	3	9,930
Transportation (except seamen).....	513	.....	513	7,250	32	7,282
Communications and public utility.....	21	.....	21	245	2	247
Trade and Service.....	181	169	350	1,092	663	1,755
Other skilled and semiskilled.....	884	96	980	6,823	799	7,622
Foremen.....	25	9	34	799	131	930
Apprentices.....	136	26	162	2,226	66	2,292
Unskilled Workers.....	2,504	1,480	3,984	49,138	9,520	58,658
Food and tobacco.....	74	230	304	1,054	1,475	2,529
Lumber and lumber products.....	103	9	112	2,044	297	2,341
Metalworking.....	83	43	126	2,594	165	2,759
Construction.....	738	.....	738	6,701	1	6,702
Other unskilled workers.....	1,506	1,198	2,704	36,745	7,582	44,327
Total.....	14,535	15,200	29,735	122,664	49,702	172,366

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND
PLACEMENTS FOR THE MONTH OF OCTOBER 1949**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place- ments
Agriculture, Fishing, Trapping.....	939	1,086	890
Logging.....	683	422	315
Mining.....	219	268	183
Manufacturing.....	4,719	4,917	3,249
Food and kindred products.....	775	839	549
Textiles, apparel, etc.....	847	775	484
Lumber and finished lumber products.....	553	584	423
Pulp and paper products and printing.....	413	418	267
Chemicals and allied products.....	192	228	131
Products of petroleum and coal.....	39	46	31
Rubber products.....	66	63	49
Leather and products.....	136	148	81
Stone, clay and glass products.....	137	162	108
Iron and steel and products.....	298	323	221
Non-ferrous metals and products.....	232	234	170
Machinery.....	218	241	150
Electrical equipment and products.....	202	240	143
Transportation equipment and other manufacturing.....	611	616	442
Construction.....	3,149	3,251	2,534
Transportation and Storage.....	939	1,032	779
Communications, and Other Public Utilities.....	182	169	102
Trade.....	3,090	3,444	2,070
Finance, Insurance, Real Estate.....	352	408	191
Service.....	5,677	5,580	3,892
All Industries.....	19,949	20,577	14,205

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS, SEPTEMBER 30, TO NOVEMBER 3, 1949

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland	170	23	2,698	156	107	8	7,283
Corner Brook.....	26	14	392	13	13		993
Grand Falls.....	3		329	3		3	580
St. John's.....	141	9	1,977	140	94	5	5,710
Prince Edward Island	1,314	124	791	531	1,423	24	707
Charlottetown.....	473	100	469	332	403	24	499
Summerside.....	841	24	322	199	1,020		208
Nova Scotia	2,850	1,162	7,362	3,705	1,394	562	9,627
Amherst.....	49		198	50	48	2	334
Bridgewater.....	53	25	238	59	24	5	350
Halifax.....	1,599	962	2,676	1,530	587	308	3,254
Inverness.....	10		93	63	10		123
Kentville.....	231	60	515	158	175	17	634
Liverpool.....	20	1	173	29	15	1	238
New Glasgow.....	344	17	915	522	263	91	1014
Springhill.....	13	1	70	14	7	2	191
Sydney.....	366	57	1,539	1,046	186	127	2,119
Truro.....	149	39	439	185	63	8	514
Yarmouth-Shelburne.....	16		506	49	16	1	856
New Brunswick	2,286	695	6,942	2,895	1,540	359	8,672
Bathurst.....	12	7	321	58	1	4	548
Campbellton.....	171	19	405	207	88	36	533
Edmundston.....	43	2	501	59	40		607
Fredericton.....	203	108	471	193	107	38	602
Minto.....	51	34	196	75	55	1	271
Moncton.....	909	289	1,854	1,204	571	186	1,941
Newcastle.....	76	10	406	117	62		594
Saint John.....	590	192	2,200	677	371	68	2,674
St. Stephen.....	16	5	151	29	11	4	589
Sussex.....	63	24	137	55	31	7	151
Woodstock.....	152	5	300	221	203	15	162
Quebec	19,124	7,315	42,908	18,695	10,732	1,306	52,047
Asbestos.....	26	14	94	18	10	1	305
Beauharnois.....	35	12	163	47	19	1	268
Buckingham.....	89	45	223	107	73	8	340
Causapscal.....	24	3	196	29	21		498
Chandler.....	60	11	269	95	41	2	295
Chicoutimi.....	206	56	846	264	133	15	1,066
Dolbeau.....	8		155	12	9		241
Drummondville.....	165	39	546	164	96	6	1,258
Farnham.....	36	34	288	19	13		354
Granby.....	150	37	509	189	102	2	676
Hull.....	295	70	1,180	377	217	1	1,323
Joliette.....	128	75	477	200	63	4	665
Jonquière.....	82	23	583	85	63		852
Lachute.....	90	44	176	77	42	9	292
La Malbaie.....	9	3	222	4	2		350
La Tuque.....	461	11	549	280	349	4	335
Levis.....	129	30	847	187	102	1	1,768
Matane.....	324	235	237	50	39	2	300
Mégantic.....	16	1	264	67	13		359
Mont Laurier.....	12		62	15	12		105
Montmagny.....	33	25	233	28	16		412
Montreal.....	11,184	4,815	17,887	9,881	6,231	696	17,257
Port Alfred.....	67	1	217	45	45		342
Quebec.....	1,651	527	5,199	2,244	868	256	6,502
Rimouski.....	13	3	196	17	15		438
Rivière du Loup.....	39	13	721	391	32		510
Rouyn.....	302	56	534	366	138	69	383
Ste. Agathe.....	103	22	199	91	65	6	143
Ste. Anne de Bellevue.....	85	31	176	82	58	1	140
Ste. Therese.....	126	26	315	126	83		375
St. Georges de Beauce.....	546	395	615	225	179	2	679
St. Hyacinthe.....	120	72	482	106	64	7	821
St. Jean.....	315	120	458	269	156		502
St. Jerome.....	202	43	608	238	186	3	633
St. Joseph d'Alma.....	20	7	218	21	16	1	410
Shawinigan Falls.....	119	18	1,124	260	105	3	1,940
Sherbrooke.....	670	89	1,744	790	383	141	2,385
Sorel.....	41	14	613	64	22	1	1,578
Thetford Mines.....	135	66	527	145	77	1	676
Three Rivers.....	516	99	1,731	497	250	24	2,718
Val d'Or.....	121	47	320	123	62	17	331
Valleyfield.....	164	26	464	184	134		707
Victoriaville.....	207	57	441	216	128	22	605

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS, SEPTEMBER 30, TO NOVEMBER 3, 1949—Con.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	44,739	15,340	65,274	44,071	24,731	5,831	48,303
Arnprior.....	153	23	139	154	131	2	66
Barrie.....	454	100	570	473	309	16	227
Belleville.....	195	27	444	209	162	.....	442
Bracebridge.....	98	47	195	80	38	4	178
Brampton.....	143	38	169	153	103	1	117
Brantford.....	512	130	1,324	479	319	33	1,655
Brockville.....	158	11	278	192	134	22	182
Carleton Place.....	54	4	163	68	53	.....	229
Chatham.....	532	64	842	548	287	155	352
Cobourg.....	224	25	327	250	178	7	227
Collingwood.....	206	22	394	236	193	.....	337
Cornwall.....	328	39	841	312	232	23	1,128
Fort Erie.....	230	18	317	241	171	38	214
Fort Frances.....	120	84	225	148	54	19	140
Fort William.....	549	355	799	324	252	36	840
Galt.....	245	87	587	192	158	.....	553
Gananoque.....	51	1	108	54	33	14	110
Goderich.....	246	125	111	116	96	4	52
Guelph.....	341	111	656	323	167	43	622
Hamilton.....	2,882	1,033	5,487	3,310	1,298	762	4,017
Hawkesbury.....	75	94	316	44	34	1	361
Ingersoll.....	230	68	315	214	84	89	120
Kapuskasing.....	31	3	77	37	28	.....	80
Kenora.....	87	65	218	61	57	.....	218
Kingston.....	684	115	1,101	896	498	104	757
Kirkland Lake.....	246	48	520	315	103	64	406
Kitchener-Waterloo.....	623	281	797	692	407	57	385
Leamington.....	197	19	457	181	169	6	294
Lindsay.....	189	17	278	259	166	22	177
Listowel.....	55	28	74	49	38	.....	66
London.....	3,251	1,367	3,212	3,103	1,554	286	1,226
Midland.....	113	21	327	156	96	8	329
Napanee.....	69	.....	127	77	57	2	137
New Toronto.....	732	194	871	579	392	2	582
Niagara Falls.....	284	58	688	273	152	23	678
North Bay.....	451	59	750	456	359	29	452
Orillia.....	226	5	438	253	168	53	439
Oshawa.....	952	95	1,935	1,126	840	25	1,520
Ottawa.....	2,009	699	3,316	1,860	1,049	369	2,579
Owen Sound.....	319	53	582	355	208	32	710
Parry Sound.....	115	3	259	123	96	9	184
Pembroke.....	348	43	512	383	273	7	296
Perth.....	72	27	152	75	48	11	148
Peterborough.....	419	25	823	476	369	3	890
Picton.....	29	10	232	41	24	2	225
Port Arthur.....	626	49	1,072	558	420	80	846
Port Colborne.....	105	11	256	120	63	22	414
Prescott.....	72	31	114	66	38	.....	115
Renfrew.....	108	30	246	112	56	20	213
St. Catharines.....	650	151	1,604	620	418	92	1,440
St. Thomas.....	557	83	782	652	439	32	416
Sarnia.....	440	69	717	603	349	14	457
Sault Ste. Marie.....	387	56	711	386	272	47	629
Simcoe.....	131	49	276	144	55	21	235
Sioux-Lookout.....	108	45	114	91	62	16	92
Smiths Falls.....	123	14	217	129	106	8	236
Stratford.....	233	59	314	319	135	35	238
Sturgeon Falls.....	96	7	217	122	100	12	230
Sudbury.....	1,232	437	1,358	946	578	240	626
Timmins.....	512	112	952	785	370	59	809
Toronto.....	16,851	7,860	17,090	15,038	7,993	2,058	10,279
Trenton.....	212	24	509	343	204	1	361
Walkerton.....	73	51	83	60	33	.....	157
Wallaceburg.....	213	17	334	231	157	37	195
Welland.....	340	68	867	286	158	49	1,273
Weston.....	311	139	469	358	190	.....	221
Windsor.....	1,628	114	4,271	1,953	789	597	3,614
Woodstock.....	204	93	348	203	109	8	260
Manitoba	7,774	2,190	13,034	8,220	4,037	1,821	8,799
Brandon.....	576	265	839	599	396	25	463
Dauphin.....	77	2	256	93	50	17	162
Flin Flon.....	135	28	429	220	115	26	211
Portage la Prairie.....	166	54	317	206	145	16	215
The Pas.....	114	74	43	15	75	1	41
Winnipeg.....	6,706	1,767	11,150	7,087	3,256	1,736	7,707

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS, SEPTEMBER 30, TO NOVEMBER 3, 1949—Con.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	3,817	1,049	7,177	4,538	2,030	943	4,705
Estevan.....	92	23	155	88	61	.....	87
Moose Jaw.....	357	132	795	422	182	62	682
North Battleford.....	161	39	248	176	107	10	233
Prince Albert.....	319	84	639	400	205	36	481
Regina.....	1,425	270	2,404	1,794	716	481	1,097
Saskatoon.....	1,040	338	2,075	1,251	499	312	1,466
Swift Current.....	55	54	202	58	39	.....	275
Weyburn.....	87	19	172	95	67	6	117
Yorkton.....	281	90	487	254	154	36	267
Alberta	8,194	1,823	12,576	9,232	5,208	1,647	6,509
Blairmore.....	102	76	121	70	87	.....	97
Calgary.....	2,862	529	4,713	3,392	1,834	630	2,703
Drumheller.....	110	19	160	93	109	.....	126
Edmonton.....	4,082	793	5,809	4,598	2,417	956	2,566
Edson.....	104	26	105	111	93	.....	65
Lethbridge.....	575	194	951	617	424	55	458
Medicine Hat.....	187	106	458	168	132	.....	368
Red Deer.....	172	80	259	183	112	6	126
British Columbia	9,475	1,524	24,441	10,843	5,865	1,457	25,727
Chilliwack.....	182	12	491	203	152	26	513
Courtenay.....	27	11	186	25	16	.....	268
Cranbrook.....	63	33	101	65	52	.....	97
Dawson Creek.....	83	24	114	86	72	.....	50
Duncan.....	233	54	437	306	184	14	252
Kamloops.....	204	28	313	188	161	.....	170
Kelowna.....	116	17	276	159	53	33	221
Nanaimo.....	153	24	394	179	106	34	470
Nelson.....	178	28	302	218	143	15	161
New Westminster.....	802	171	2,356	965	505	114	3,411
North Vancouver.....	387	28	888	401	143	182	962
Penticton.....	126	2	220	140	100	7	144
Port Alberni.....	197	25	320	195	124	.....	207
Prince George.....	437	37	783	540	375	54	402
Prince Rupert.....	187	20	363	157	175	6	244
Princeton.....	73	3	110	70	58	.....	61
Trail.....	208	26	365	298	159	30	271
Vancouver.....	4,623	711	13,784	5,282	2,483	741	15,382
Vernon.....	161	16	371	174	153	5	243
Victoria.....	918	228	2,038	1,085	558	194	2,039
Whitehorse.....	117	26	229	107	93	2	139
Canada	99,743	31,245	183,293	102,886	57,067	13,958	172,379
Males.....	65,428	15,542	129,280	67,437	40,709	8,317	122,677
Females.....	34,315	15,703	53,943	35,449	16,358	5,641	49,702

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (44 weeks).....	1,039,097	411,362	1,450,459	404,369	185,775	590,144

E—Unemployment Insurance

TABLE E-1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1948 TO OCTOBER 31, 1948 AND FROM APRIL 1, 1949 TO OCTOBER 31, 1949

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,709	248,398	18,627	303,767
Quebec.....	55,430	965,273	57,534	981,463
Ontario.....	75,675	1,338,251	80,331	1,415,811
Prairie.....	39,673	511,342	42,084	526,696
Pacific.....	23,920	360,206	24,881	366,615
Total for Canada.....	210,407	3,423,470	223,457	3,594,352

TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF OCTOBER 31, 1949

Province and Sex	TOTAL	6 days and over	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	61	14	10	5	10	9	13
Male.....	49	11	9	2	9	6	12
Female.....	12	3	1	3	1	3	1
(Male).....	(3,385)	(1,273)	(171)	(322)	(618)	(383)	(618)
(Female).....	(117)	(16)	(10)	(17)	(18)	(23)	(33)
Prince Edward Island.....	405	75	25	49	72	38	146
Male.....	264	57	14	33	43	22	95
Female.....	141	18	11	16	29	16	51
Nova Scotia.....	7,349	1,835	671	1,115	1,432	812	1,484
Male.....	6,163	1,599	567	942	1,182	688	1,185
Female.....	1,186	236	104	173	250	124	299
New Brunswick.....	6,382	1,661	504	798	1,129	615	1,675
Male.....	5,107	1,341	425	632	923	488	1,298
Female.....	1,275	320	79	166	206	127	377
Quebec.....	41,887	10,692	4,840	6,975	7,256	4,223	7,901
Male.....	30,711	8,322	3,676	5,220	5,246	2,968	5,279
Female.....	11,176	2,370	1,164	1,755	2,010	1,255	2,622
Ontario.....	31,235	9,831	3,352	4,716	4,662	2,643	6,031
Male.....	21,406	7,248	2,390	3,287	3,072	1,541	3,868
Female.....	9,829	2,583	962	1,429	1,590	1,102	2,163
Manitoba.....	4,773	1,660	463	615	646	359	1,030
Male.....	2,704	1,059	236	302	309	155	643
Female.....	2,069	601	227	313	337	204	387
Saskatchewan.....	2,247	839	229	281	324	164	410
Male.....	1,490	662	150	174	186	84	234
Female.....	757	177	79	107	138	80	176
Alberta.....	3,927	2,042	275	421	415	216	558
Male.....	2,902	1,665	177	265	246	134	415
Female.....	1,025	377	98	156	169	82	143
British Columbia.....	17,163	4,401	1,967	2,868	2,767	1,561	3,599
Male.....	12,746	3,384	1,501	2,098	2,070	1,052	2,641
Female.....	4,417	1,017	466	770	697	509	958
TOTAL.....	115,429	33,050	12,336	17,843	18,713	10,640	22,847
MALE.....	83,542	25,348	9,145	12,955	13,286	7,138	15,670
FEMALE.....	31,887	7,702	3,191	4,888	5,427	3,502	7,177

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO OCTOBER, 1949

	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,606	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,094	781,758

(1) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1949

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	53 (3,190)	43 (1,713)	6 (206)	4 (1,271)	26 (1,812)	25 (499)	1 (6)	25 (1,585)
Prince Edward Island.....	203	122	66	15	141	43	2	46
Nova Scotia.....	4,306	2,167	1,648	491	3,382	860	44	869
New Brunswick.....	3,697	1,807	1,602	288	2,677	570	14	931
Quebec.....	25,890	14,817	8,510	2,563	19,417	4,542	274	6,661
Ontario.....	23,475	13,533	7,361	2,581	17,292	4,690	274	5,146
Manitoba.....	3,390	1,914	1,118	358	2,302	628	66	803
Saskatchewan.....	1,698	1,039	508	151	1,119	277	23	446
Alberta.....	2,787	1,733	799	255	1,953	490	25	640
British Columbia.....	11,592	6,246	4,310	1,036	8,608	2,115	79	2,755
Total Canada, October, 1949....	77,091	43,421	25,928	7,742	56,827	14,240 ⁽¹⁾	802	18,322
Total, Canada September, 1949	59,080	31,881	20,054	7,145	45,774	11,639 ⁽²⁾	878	13,492
Total Canada, October, 1948....	43,620	24,538	13,566	5,516	28,112	10,384 ⁽³⁾	983	12,023

⁽¹⁾ In addition, there were 392 special requests not granted.

⁽²⁾ In addition, there were 352 special requests not granted.

⁽³⁾ In addition, there were 181 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of October 1948	Month of October 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	3,120	5,685	35,203
Not unemployed.....	1,483	377	3,730
Not capable of and not available for work.....	564	828	5,896
Loss of work due to a labour dispute.....	40	418	1,921
Refused offer of work and neglected opportunity to work.....	1,274	918	9,721
Discharged for misconduct.....	448	709	4,455
Voluntarily left employment without just cause.....	2,813	4,035	23,708
Other reasons ⁽¹⁾	642	1,270	7,534
Total.....	10,384	14,240	92,168

⁽¹⁾ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK OCTOBER 15 TO 21 INCLUSIVE, NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID BY PROVINCES, OCTOBER, 1949

Province	Number Receiving Benefit During Week October 15-21 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	41 (2,494)	17 (923)	1,102 (63,314)	2,795 (156,988)
Prince Edward Island.....	342	109	7,361	15,066
Nova Scotia.....	4,695	2,676	105,453	243,651
New Brunswick.....	3,800	1,896	87,023	200,584
Quebec.....	27,251	15,731	663,154	1,504,818
Ontario.....	19,520	11,405	442,935	1,025,444
Manitoba.....	2,332	1,507	65,744	141,579
Saskatchewan.....	1,252	725	28,651	62,602
Alberta.....	1,907	1,111	39,888	89,838
British Columbia.....	10,198	6,634	233,706	559,164
Total, Canada, October, 1949.....	71,838	41,811	1,675,017	3,845,541
Total, Canada, September, 1949.....	34,414	1,611,461	3,671,773	
Total, Canada, October, 1948.....	21,331	878,430	1,763,559	

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 to OCTOBER 31, 1949

Fiscal Year Ended March 31	RECEIPTS							DISBURSEMENTS		
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fine	Interest on Investments and Profit on sale of Securities			
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,437,037 90	633 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 98
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 82	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,437 58	3,820 43	7,529,985 56	98,752,204 48	43,114,329 18	372,878,625 64
1948.....	38,768,926 38	11,508,638 62	33,583,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,359 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,896,256 31	7,944,066 04	532,417,627 65
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,893 01	537,404,962 40
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58	552,623,750 46
August.....	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55	1,156,157 96	11,435,686 48	3,713,885 12	560,345,551 82
September.....	4,815,565 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00	1,192,952 86	12,171,901 18	3,669,715 08	568,847,737 92
October.....	4,489,023 31	1,176,699 41	3,207,692 10	8,873,384 82	1,794,089 38	2,021 50	1,265,270 78	11,934,766 48	3,841,811 48	576,940,692 92
SUB TOTAL.....	30,319,910 07	8,433,952 55	21,503,796 23	60,257,656 85	11,253,799 62	9,823 15	8,053,114 35	79,574,395 97	32,169,140 43	576,940,692 92
GRAND TOTAL.....	308,976,800 33	102,608,877 91	189,025,896 55	600,611,574 79	120,126,231 02	33,631 72	55,651,653 29	776,423,080 82	199,482,397 90	576,940,692 92

The column "Bulk" includes contributions for armed service \$45,443,302.06 and miscellaneous receipts \$2,148.06.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.0	141.6	117.0	148.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	29.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.2	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	203.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	124.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.6	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1949

(Base—August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Nov. 1, 1948	Oct. 1, 1949	Nov. 1, 1949						
Halifax.....	152.0	155.0	154.2	201.8	110.6	132.6	194.0	156.7	122.1
St. John.....	156.2	159.0	157.9	195.0	117.9	134.1	193.5	155.6	128.3
Montreal.....	162.5	165.4	164.3	209.9	119.9	133.2	176.8	172.0	128.7
Toronto.....	155.2	157.9	157.2	195.0	122.0	152.0	182.7	163.5	129.1
Winnipeg.....	153.0	156.2	155.7	201.3	119.0	121.5	177.1	171.3	123.1
Saskatoon.....	162.3	162.4	162.8	211.1	123.9	140.4	188.9	172.0	121.5
Edmonton.....	154.2	156.8	157.1	210.5	112.0	114.6	187.8	162.2	125.3
Vancouver.....	161.1	162.8	162.3	207.5	115.3	139.8	192.5	160.8	133.5

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Sept. 1949	Oct. 1949	Nov. 1949	Price Nov. 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	258.1	255.2	250.5	69.9
Beef, round steak.....	lb.	125.7	167.9	167.9	287.3	284.4	279.3	66.2
Beef, rib roast.....	lb.	125.5	174.3	174.3	288.7	285.7	282.2	64.9
Beef, blade.....	lb.	132.7	161.6	162.3	306.9	303.1	297.5	47.3
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	342.7	339.7	335.3	45.8
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	314.2	311.8	312.4	52.8
Lamb, leg roast.....	lb.	109.9	164.4	152.8	248.6	242.3	240.5	68.3
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	249.4	246.8	238.0	64.7
Pork, fresh shoulder, hook off.....	lb.	127.0	143.4	143.4	278.8	268.3	254.6	48.5
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	236.1	235.5	233.9	74.6
Lard, pure.....	lb.	151.3	157.9	159.6	205.3	216.7	220.2	25.1
Shortening, vegetable.....	lb.	134.7	137.5	137.5	221.5	222.9	222.9	32.1
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	237.4	234.5	223.6	69.6
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	165.1	18.0
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	230.8	232.2	233.3	63.7
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	226.7	226.7	226.0	30.2
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	221.2	221.2	221.2	7.3
Rolled Oats, package.....	lb.	112.0	114.0	114.0	155.2	156.7	158.7	9.9
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	163.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	137.7	137.7	190.6	189.6	186.8	19.8
Peas, canned, 2's.....	tin	117.5	121.7	121.7	146.7	146.7	147.5	17.7
Corn, canned 2's.....	tin	128.3	132.7	132.7	186.7	184.1	180.5	20.4
Beans, dry.....	lb.	129.4	133.3	133.3	264.7	262.7	256.9	13.1
Onions.....	lb.	108.2	142.9	126.5	163.3	159.2	163.3	8.0
Potatoes.....	10 lbs.	89.9	218.3	149.4	162.3	153.7	150.5	32.9
Prunes, bulk.....	lb.	115.8	120.2	120.2	189.5	190.3	193.9	22.1
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.8	128.5	127.8	19.3
Oranges.....	doz.	132.5	154.6	154.3	130.0	124.6	137.3	37.9
Lemons.....	doz.	111.3	147.7	148.6	147.4	150.5	162.2	52.7
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	146.7	146.7	146.7	24.1
Peaches, 20 oz.....	tin	101.5	105.1	106.1	142.6	142.6	141.6	27.9
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	141.4	141.4	140.7	19.1
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	178.1	177.5	177.5	30.4
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	157.1	9.9
Coffee.....	lb.	141.6	131.4	131.7	189.6	195.3	208.9	70.6
Tea, black $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.9	176.9	176.9	52.0

* Descriptions and units of sale apply to November, 1949 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	71.6	66.5	61.6	49.8	46.5	.....	65.0	66.3	53.3	72.6
Nova Scotia—			b							
2—Halifax.....	69.8	64.2	59.5	45.1	44.1	.....	66.7	63.5	46.8	69.1
3—New Glasgow.....	75.1	70.0	67.9	49.5	48.6	.....	64.2	67.2	55.7	74.7
4—Sydney.....	79.0	71.4	62.6	54.7	49.1	.....	65.5	65.7	51.3	70.6
5—Truro.....	69.3	63.2	.....	44.6	45.4	.....	.....	65.3	49.0	73.7
New Brunswick—										
6—Fredericton.....	72.1	64.3	62.3	44.2	41.7	52.5	63.4	59.7	44.5	72.7
7—Moncton.....	72.1	67.7	67.2	46.6	43.1	.....	67.2	65.8	46.7	73.1
8—Saint John.....	72.5	66.5	61.5	44.4	42.6	.....	67.7	64.9	44.4	71.5
Quebec—										
9—Chicoutimi.....	76.6	72.7	64.7	48.8	40.0	.....	.....	57.4	50.4	80.0
10—Hull.....	65.1	63.7	59.7	46.4	43.6	48.2	.....	60.5	45.1	67.6
11—Montreal.....	75.0	70.5	68.3	44.5	40.9	49.2	68.7	58.9	46.3	70.6
12—Quebec.....	72.5	67.8	63.9	42.0	39.5	58.1	66.4	52.9	44.4	65.4
13—St. Hyacinthe.....	67.3	62.6	62.6	41.1	33.7	53.7	66.3	59.3	45.2	74.4
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
15—Sherbrooke.....	78.9	71.7	66.7	46.9	38.2	56.0	67.7	59.7	48.3	70.0
16—Sorel.....	68.8	65.4	65.0	39.0	40.4	.....	.....	60.5	47.7	70.8
17—Thetford Mines.....	.....	65.0	.....	.....	.....	.....	.....	55.0	45.0	.....
18—Three Rivers.....	78.6	69.9	61.9	43.4	38.5	.....	.....	58.3	47.1	71.5
Ontario—										
19—Belleville.....	69.5	69.0	67.5	50.3	47.0	.....	70.0	63.3	47.4	69.4
20—Brantford.....	69.9	66.8	65.1	50.9	46.4	52.3	68.0	60.6	43.6	70.9
21—Brockville.....	74.0	71.1	68.0	48.3	49.4	.....	71.2	66.3	54.2	75.0
22—Chatham.....	72.4	69.7	70.1	51.1	47.2	.....	70.7	71.0	55.3	72.3
23—Cornwall.....	70.3	68.7	67.3	48.0	50.2	.....	69.0	64.8	47.8	74.0
24—Fort William.....	65.5	60.8	65.7	48.0	45.5	.....	68.3	66.9	56.3	78.8
25—Galt.....	71.5	67.3	64.3	49.7	46.7	.....	.....	67.3	48.3	72.0
26—Guelph.....	71.7	68.7	67.6	52.6	49.7	55.6	71.4	66.7	42.7	69.5
27—Hamilton.....	71.6	69.1	68.1	49.5	47.9	58.1	71.9	66.5	41.9	70.8
28—Kingston.....	67.1	65.1	61.8	47.3	44.8	.....	66.2	64.5	41.2	68.9
29—Kitchener.....	71.3	68.9	65.2	49.5	47.6	55.0	70.3	65.5	45.7	72.3
30—London.....	70.1	69.2	65.2	49.5	46.8	52.0	71.2	65.9	43.2	71.3
31—Niagara Falls.....	69.8	66.9	65.2	49.5	48.9	56.3	73.4	66.8	46.1	71.3
32—North Bay.....	69.2	67.2	66.3	48.8	47.5	.....	68.3	67.0	44.7	72.0
33—Oshawa.....	68.7	68.2	66.4	49.9	46.7	48.2	.....	65.7	42.9	67.3

COAL AND RENTALS BY CITIES, NOVEMBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	25.5	32.6	72.9	16.0	64.9	33.3	10.7	7.7	9.8	16.3
Nova Scotia—										
2—Halifax.....	26.7	32.1	71.5	19.0	66.9	31.2	11.2	7.7	11.5	15.8
3—New Glasgow.....	25.1	31.9	73.7	19.0	65.9	32.4	12.0	.....	10.5	16.4
4—Sydney.....	24.7	30.7	77.9	20.0	65.6	32.1	10.0	7.2	10.3	16.4
5—Truro.....	25.5	31.7	70.9	18.0	66.0	33.1	12.0	7.7	9.8	15.5
New Brunswick—										
6—Fredericton.....	25.4	32.2	73.2	17.0	66.0	31.9	11.3	7.6	8.6	15.3
7—Moncton.....	26.7	32.4	76.9	17.0	65.4	31.0	11.3	7.8	10.5	15.7
8—Saint John.....	25.5	32.0	73.0	18.0	66.7	32.0	11.3	7.8	10.0	15.0
Quebec—										
9—Chicoutimi.....	24.8	34.3	71.3	17.0	62.4	32.0	9.3	7.8	.....	16.5
10—Hull.....	23.1	31.5	70.9	18.0	63.0	29.7	10.0	7.0	10.5	14.3
11—Montreal.....	24.1	32.7	69.3	17.5	63.1	29.8	10.0	7.0	10.5	14.8
12—Quebec.....	24.2	32.1	71.8	17.0	62.9	30.9	9.0	7.0	10.6	14.9
13—St. Hyacinthe.....	23.4	31.9	68.8	16.0	63.1	30.0	8.7	7.2	10.9	14.9
14—St. Johns.....	24.5	31.7	69.0	16.0	63.5	30.7	8.7	7.5	10.4	15.0
15—Sherbrooke.....	23.4	31.4	71.5	17.0	62.7	30.7	10.2	7.4	10.5	15.3
16—Sorel.....	23.6	31.5	70.0	16.0	62.6	29.7	8.7	7.3	10.9	15.0
17—Thetford Mines.....	26.6	31.7	72.0	16.0	62.4	30.7	9.3	7.9	10.3	15.5
18—Three Rivers.....	23.3	31.4	70.9	17.0	61.3	30.6	8.7	7.2	10.3	15.4
Ontario—										
19—Belleville.....	24.7	31.7	60.7	18.0	64.2	29.8	10.0	7.2	9.6	14.7
20—Brantford.....	24.2	31.7	66.7	18.0	63.2	28.8	10.0	7.1	9.7	14.5
21—Brockville.....	23.9	31.4	65.7	18.0	63.3	29.3	10.0	7.2	10.2	14.4
22—Chatham.....	24.2	32.3	60.6	18.0	64.0	29.6	10.0	7.1	10.5	14.7
23—Cornwall.....	24.2	31.0	70.4	18.0	63.4	29.0	10.0	7.1	9.4	13.9
24—Fort William.....	23.9	31.3	74.7	20.0	63.3	31.1	10.7	7.2	9.7	15.2
25—Galt.....	23.4	31.8	61.2	18.0	63.5	29.4	10.0	7.3	10.0	14.7
26—Guelph.....	24.4	32.0	66.1	18.0	63.5	28.6	10.0	7.0	10.4	14.5
27—Hamilton.....	24.2	32.1	67.2	19.0	63.5	29.2	10.0	7.1	10.4	14.7
28—Kingston.....	24.1	32.2	64.9	18.0	62.6	29.6	9.3	7.1	9.9	14.5
29—Kitchener.....	23.9	32.6	62.0	18.0	63.6	29.0	10.0	7.3	10.0	14.3
30—London.....	24.3	31.9	62.7	18.0	63.9	29.5	10.0	7.1	10.4	14.3
31—Niagara Falls.....	25.1	32.0	72.8	19.0	64.7	29.2	9.3	7.2	9.7	14.8
32—North Bay.....	25.8	33.4	74.3	18.0	66.0	30.2	10.3	7.5	10.9	15.6
33—Oshawa.....	23.8	31.5	66.6	18.0	63.3	28.7	10.0	7.1	9.8	15.0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy sliced, rind-on, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	69·1	67·0	66·7	48·0	45·2	50·8	70·1	64·7	50·4	74·4
35—Owen Sound.....	70·1	67·3	67·4	50·3	45·7	.....	67·7	66·1	49·9	68·9
36—Peterborough.....	72·4	70·6	67·9	51·4	48·7	.....	72·0	66·0	47·0	72·6
37—Port Arthur.....	62·4	59·3	59·4	45·4	45·1	.....	.....	63·1	50·3	77·3
38—St. Catharines.....	69·0	67·4	64·8	48·6	47·4	.....	.....	66·6	45·0	67·5
39—St. Thomas.....	69·3	68·5	65·4	50·1	45·7	51·0	68·0	64·9	46·5	71·5
40—Sarnia.....	68·7	67·0	64·0	49·3	47·0	.....	.....	66·3	46·6	69·2
41—Sault Ste. Marie.....	68·9	67·2	62·1	48·9	49·9	.....	.....	67·3	51·3	74·0
42—Stratford.....	67·4	67·4	65·2	47·0	46·2	.....	.....	65·6	43·7	72·1
43—Sudbury.....	69·9	69·1	64·4	49·6	49·1	.....	69·5	64·6	49·1	71·5
44—Timmins.....	68·1	66·8	62·9	47·6	47·2	52·4	68·5	64·4	47·8	68·3
45—Toronto.....	71·9	67·7	69·7 b	51·5	47·4	55·7	70·5	65·9	40·7	69·4
46—Welland.....	69·1	65·1	60·0	47·5	43·6	.....	.....	65·3	50·1	68·8
47—Windsor.....	68·7	64·8	63·6	47·4	48·4	.....	69·2	65·6	44·1	68·0
48—Woodstock.....	.....	67·3	65·3	47·7	.....	.....	.....	66·3	43·0	72·9
Manitoba—										
49—Brandon.....	60·0	55·7	 b	41·0	41·7	.....	66·7	64·3	.....	80·1
50—Winnipeg.....	62·5	55·7	56·1	41·8	42·0	46·3	60·2	62·0	48·6	77·8
Saskatchewan—										
51—Moose Jaw.....	64·2	61·7	63·7	46·0	47·6	.....	65·3	64·0	48·8	82·1
52—Prince Albert.....	61·2	56·2	58·0	40·3	43·3	49·0	67·5	62·8	49·3	79·0
53—Regina.....	62·0	58·7	59·2	43·0	44·3	52·6	64·6	63·5	49·2	80·9
54—Saskatoon.....	59·9	58·3	60·1	42·1	45·2	53·8	63·0	63·4	48·2	79·8
Alberta—										
55—Calgary.....	66·9	62·5	64·8 b	45·3	45·9	48·8	68·2	65·9	55·3	84·1
56—Drumheller.....	66·3	65·0	63·5	46·7	45·5	46·0	.....	70·0	56·0	87·5
57—Edmonton.....	64·1	59·4	61·2	42·6	43·9	52·1	62·4	62·7	48·7	82·1
58—Lethbridge.....	68·5	63·0	65·0	45·5	46·7	.....	69·0	64·3	50·3	86·8
British Columbia—										
59—Nanaimo.....	77·0	71·8	73·0	52·0	52·0	.....	71·0	66·8	56·3	87·7
60—New Westminster.....	70·4	65·1	66·3	48·3	48·6	52·7	67·2	66·0	50·5	84·2
61—Prince Rupert.....	75·0	68·8	73·3	47·6	47·5	.....	76·3	72·0	57·5	92·3
62—Trail.....	72·4	68·5	69·9	47·5	52·0	58·0	73·0	72·7	64·0	85·7
63—Vancouver.....	75·9	68·6	71·6	50·1	51·9	59·4	70·3	65·2	54·2	82·7
64—Victoria.....	76·6	69·7	70·8	50·3	51·0	57·7	71·8	67·6	51·6	83·9

COAL AND RENTALS BY CITIES, NOVEMBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	25.0	32.1	69.7	18.0	64.2	30.0	10.0	7.3	10.0	14.3
35—Owen Sound.....	23.9	32.0	64.4	18.0	63.7	28.9	10.0	7.3	9.5	14.8
36—Peterborough.....	23.5	31.5	65.2	18.0	63.0	29.4	10.0	7.3	10.2	14.1
37—Port Arthur.....	24.6	31.2	76.1	20.0	63.3	30.7	10.7	7.2	9.3	15.1
38—St. Catharines.....	23.8	31.4	72.8	19.0	64.3	29.1	9.3	7.0	10.0	14.3
39—St. Thomas.....	24.6	31.9	65.6	18.0	64.5	30.3	10.0	7.3	10.1	14.5
40—Sarnia.....	24.5	32.3	62.7	18.0	64.8	30.0	10.0	7.3	10.3	14.8
41—Sault Ste. Marie.....	23.4	30.9	76.3	20.0	64.4	30.1	10.7	7.3	10.3	14.7
42—Stratford.....	24.8	32.7	59.3	18.0	62.9	30.0	10.0	6.8	10.3	14.9
43—Sudbury.....	25.2	32.0	71.7	20.0	65.5	29.9	10.7	7.6	10.5	15.1
44—Timmins.....	25.5	32.4	72.7	20.0	63.9	29.9	11.3	7.6	10.5	15.0
45—Toronto.....	24.4	31.5	66.6	19.0	63.7	28.3	10.0	7.1	10.0	14.1
46—Welland.....	24.4	32.2	67.8	19.0	63.9	29.2	10.7	7.0	9.7	14.1
47—Windsor.....	23.9	31.7	65.4	19.0	63.6	29.3	10.0	7.2	10.2	14.6
48—Woodstock.....	24.4	31.6	59.2	18.0	64.0	29.6	10.0	6.6	9.4	14.9
Manitoba—										
49—Brandon.....	24.8	32.8	73.3	16.0	61.4	31.0	10.7	7.3	8.3	15.6
50—Winnipeg.....	23.9	31.9	73.2	17.0	62.6	30.1	11.0	7.0	9.5	14.9
Saskatchewan—										
51—Moose Jaw.....	25.9	32.6	.....	18.0	61.0	30.0	11.2	7.1	9.2	15.1
52—Prince Albert.....	26.4	33.1	72.8	17.0	61.7	29.7	9.6	7.3	8.7	14.7
53—Regina.....	25.9	34.3	69.6	17.0	60.1	30.3	11.2	7.3	8.7	15.1
54—Saskatoon.....	26.0	33.5	71.6	17.0	61.0	29.5	10.4	7.1	8.7	14.7
Alberta—										
55—Calgary.....	26.0	33.7	70.1	18.0	63.2	29.6	10.4	7.2	8.7	15.0
56—Drumheller.....	27.7	34.7	72.3	20.0	65.0	30.2	11.2	7.6	10.5	15.4
57—Edmonton.....	27.0	34.4	68.2	17.0	62.8	29.9	10.4	7.1	9.0	14.5
58—Lethbridge.....	26.6	34.3	72.4	18.0	62.9	30.7	11.2	7.4	9.3	14.7
British Columbia—										
59—Nanaimo.....	28.8	32.3	69.6	20.0	65.1	31.4	12.5	7.4	9.9	15.3
60—New Westminster.....	27.0	29.9	68.6	17.0	64.1	29.9	11.7	7.3	9.7	14.8
61—Prince Rupert.....	28.3	32.2	79.1	25.0	65.5	33.5	14.0	7.9	10.9	16.1
62—Trail.....	28.2	34.5	74.5	20.0	64.5	31.2	13.0	7.6	9.2	15.4
63—Vancouver.....	27.3	30.6	69.9	17.0	63.7	30.4	12.8	7.2	9.5	14.8
64—Victoria.....	28.8	30.6	72.4	19.0	64.3	30.6	12.8	7.6	9.7	15.1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 2½ s (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	23·5	18·2	22·1	13·2	8·0	24·5	20·5	20·0	39·0	66·3	49·8
Nova Scotia—											
2—Halifax.....	22·9	18·3	.....	13·3	8·0	26·6	22·3	18·5	37·3	62·7	47·8
3—New Glasgow.....	23·6	16·6	21·7	12·3	8·3	27·8	21·7	.....	43·7	60·3	50·2
4—Sydney.....	20·9	18·3	22·0	12·8	8·6	28·1	21·2	19·8	37·0	58·0	47·3
5—Truro.....	22·2	16·7	20·8	12·6	8·1	24·7	23·4	20·7	35·8	64·0	50·2
New Brunswick—											
6—Fredericton.....	20·4	18·9	21·3	12·7	7·8	25·0	21·5	19·1	37·7	57·1	49·4
7—Moncton.....	21·0	19·5	21·5	12·7	8·4	26·5	21·3	20·5	40·3	56·7	49·6
8—Saint John.....	19·8	17·5	19·9	13·4	8·2	23·2	21·5	20·0	38·8	57·3	48·3
Quebec—											
9—Chicoutimi.....	17·6	20·1	21·1	12·9	9·5	32·4	.....	23·8	40·0	56·3	56·3
10—Hull.....	16·7	16·7	19·1	12·5	8·4	30·6	20·2	19·7	41·0	46·7	44·5
11—Montreal.....	15·9	16·4	18·5	12·6	7·8	26·9	22·6	20·2	36·5	44·9	45·6
12—Quebec.....	16·2	17·7	19·1	12·1	8·4	25·4	22·1	19·7	37·6	46·4	48·0
13—St. Hyacinthe.....	15·9	18·2	19·8	11·3	8·5	26·1	19·9	17·9	38·9	49·1	47·2
14—St. Johns.....	16·7	18·6	19·5	12·7	8·4	26·8	21·1	17·6	39·5	50·0	44·0
15—Sherbrooke.....	16·9	17·1	19·4	12·5	8·0	25·5	23·5	19·7	37·0	49·9	47·3
16—Sorel.....	17·7	17·8	20·6	11·9	9·7	28·7	21·4	20·5	36·0	47·5	45·6
17—Thetford Mines.....	17·6	17·3	20·7	12·7	8·0	25·6	22·6	18·3	43·0	48·6	48·9
18—Three Rivers.....	16·9	17·2	19·8	11·2	8·0	25·6	19·6	20·7	35·0	47·0	47·1
Ontario—											
19—Belleville.....	19·1	17·1	20·0	12·5	7·6	29·4	.....	18·4	35·0	44·7	46·2
20—Brantford.....	20·1	16·7	20·0	12·0	7·7	32·1	22·0	18·2	39·0	51·7	44·3
21—Brockville.....	18·7	17·7	21·1	13·7	8·2	32·3	.....	17·7	39·3	47·4	46·3
22—Chatham.....	19·7	17·0	19·9	11·0	7·3	28·1	21·7	18·8	36·7	43·7	46·8
23—Cornwall.....	18·5	16·5	19·4	12·1	8·7	30·3	20·0	19·0	39·5	45·5	47·6
24—Fort William.....	18·3	16·7	19·5	12·8	7·6	34·1	21·9	21·4	36·3	49·8	47·9
25—Galt.....	18·6	17·2	18·9	13·5	8·2	33·5	23·4	18·4	39·5	46·9	44·4
26—Guelph.....	19·9	16·3	19·6	12·6	6·9	34·3	23·4	18·2	37·6	50·7	44·9
27—Hamilton.....	19·4	16·4	19·2	13·4	7·9	33·5	24·0	18·9	39·0	52·2	44·5
28—Kingston.....	17·6	16·5	19·8	13·4	7·7	31·2	21·7	18·3	35·0	44·9	45·7
29—Kitchener.....	19·1	18·5	19·7	12·7	7·6	31·2	22·4	18·3	38·2	49·7	45·5
30—London.....	18·7	17·8	20·1	12·6	7·4	29·3	21·7	16·9	38·0	52·8	43·7
31—Niagara Falls.....	18·8	18·4	19·4	13·7	7·6	31·4	21·7	18·0	37·5	54·4	46·3
32—North Bay.....	19·5	17·3	20·7	12·6	8·1	37·4	21·3	20·7	38·0	46·8	49·6
33—Oshawa.....	17·5	17·5	20·0	12·4	7·5	28·0	.....	19·5	34·0	51·6	44·7

COAL AND RENTALS BY CITIES, NOVEMBER, 1949

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	27.8	39.2	35.8	9.6	9.4	77.7	50.2	.....	15.50	.....
Nova Scotia—										
2—Halifax.....	29.6	40.1	32.5	9.4	9.4	75.7	50.0	.....	16.75	29.00-33.00
3—New Glasgow.....	29.0	44.0	34.2	9.8	9.8	79.0	50.4	.....	.....	16.00-20.00
4—Sydney.....	29.1	42.1	32.2	10.1	10.0	76.0	50.8	.....	10.85	20.50-24.50
5—Truro.....	28.7	40.6	32.9	9.3	9.4	75.7	52.3	.....	15.45	.....
New Brunswick—										
6—Fredericton.....	28.8	43.3	32.6	9.7	9.6	75.3	50.0	.....	16.50	21.00-35.00
7—Moncton.....	29.1	42.5	31.6	9.9	9.9	73.1	50.0	.....	16.30	.....
8—Saint John.....	27.6	38.4	31.2	9.7	9.5	73.8	50.9	.....	16.93	22.50-26.50
Quebec—										
9—Chicoutimi.....	33.0	41.3	36.8	10.0	9.7	78.0	55.0	24.67	.....	.....
10—Hull.....	26.4	38.4	28.9	9.3	9.3	69.4	53.7	24.25	.....	.....
11—Montreal.....	27.2	39.4	28.7	9.0	9.4	74.2	53.1	25.25	.....	25.00-29.00
12—Quebec.....	28.7	42.0	30.7	9.0	9.0	73.1	53.5	22.75	.....	29.50-33.50
13—St. Hyacinthe.....	27.5	38.3	30.2	9.0	8.9	67.7	53.8	24.75	.....	.....
14—St. Johns.....	28.6	39.4	30.6	9.0	9.0	78.3	52.7	23.00	.....	.....
15—Sherbrooke.....	29.0	39.8	29.5	9.0	9.0	74.1	53.4	24.50	.....	22.50-26.50
16—Sorel.....	30.4	41.0	30.7	9.0	8.7	73.2	52.7	23.87	.....	.....
17—Thetford Mines.....	29.0	38.1	31.1	9.0	8.9	71.7	52.9	25.50	.....	.....
18—Three Rivers.....	26.1	39.0	30.5	9.1	8.9	72.3	53.3	24.00	.....	.....
Ontario—										
19—Belleville.....	28.5	34.6	28.4	9.7	9.6	70.8	52.7	23.50	.....	.....
20—Brantford.....	26.9	35.2	28.0	9.8	9.7	69.3	52.4	23.50	.....	23.50-27.50
21—Brockville.....	28.7	37.1	28.8	9.5	9.5	68.9	51.9	24.00	.....	.....
22—Chatham.....	28.0	37.0	28.6	9.7	9.9	69.3	53.5	24.00	.....	.....
23—Cornwall.....	29.6	39.3	28.7	9.3	9.3	69.0	51.7	25.25	.....	.....
24—Fort William.....	26.1	40.6	30.4	10.0	10.1	66.5	51.1	26.85	.....	29.50-33.50
25—Galt.....	25.7	32.4	27.8	9.9	9.8	69.5	53.7	24.00	.....	.....
26—Guelph.....	26.9	34.8	27.8	9.7	9.7	68.3	53.6	23.60	.....	.....
27—Hamilton.....	25.5	33.3	28.1	9.3	9.6	70.6	53.0	23.00	.....	30.50-34.50
28—Kingston.....	.....	36.4	28.6	9.3	9.2	71.8	52.4	24.00	.....	34.00-38.00
29—Kitchener.....	27.2	35.2	27.1	9.9	9.8	64.1	54.1	23.50	.....	31.00-35.00
30—London.....	27.4	33.4	28.2	9.8	9.6	68.7	52.4	24.00	.....	29.00-33.00
31—Niagara Falls.....	.....	36.2	27.9	9.6	9.6	66.1	53.2	23.00	.....	.....
32—North Bay.....	26.0	36.8	30.7	10.0	9.9	77.0	53.4	26.00	.....	.....
33—Oshawa.....	25.7	34.5	26.9	9.5	9.3	71.0	54.4	23.75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 24's (38 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.9	17.7	19.7	12.2	8.2	30.7	23.3	20.4	.....	52.2	45.2
35—Owen Sound.....	19.9	16.1	20.4	13.1	6.3	31.5	19.0	18.4	32.5	47.9	45.9
36—Peterborough.....	17.7	16.4	18.9	12.8	8.0	30.1	22.2	18.2	36.0	44.7	47.1
37—Port Arthur.....	18.3	18.8	20.5	13.3	8.0	33.3	23.3	22.7	32.7	53.9	49.1
38—St. Catharines.....	19.0	16.9	19.3	12.7	7.4	30.1	27.0	17.5	36.0	54.3	45.0
39—St. Thomas.....	19.3	18.3	19.9	11.7	7.5	29.1	23.8	18.3	37.0	45.0	46.3
40—Sarnia.....	21.0	18.8	20.5	13.1	7.8	28.7	22.0	18.1	39.0	45.4	46.8
41—Sault Ste. Marie.....	19.6	16.8	19.7	12.4	7.8	33.6	22.8	20.1	30.8	44.6	47.4
42—Stratford.....	20.5	17.4	20.3	12.7	7.7	29.9	21.7	17.7	36.9	48.9	45.9
43—Sudbury.....	18.1	16.2	19.4	12.4	8.1	34.8	21.2	19.2	36.2	63.3	48.7
44—Timmins.....	18.5	15.9	19.7	13.9	8.1	36.5	21.9	20.6	42.2	53.4	47.9
45—Toronto.....	17.9	16.0	18.8	13.2	7.7	32.1	22.4	18.9	35.7	50.4	43.3
46—Welland.....	18.2	.....	19.1	13.0	7.4	31.4	21.7	18.1	34.0	49.7	45.6
47—Windsor.....	18.7	18.3	19.8	12.1	7.2	26.2	24.3	18.7	39.6	49.0	45.6
48—Woodstock.....	19.1	17.3	19.1	12.0	7.7	28.3	22.5	17.0	38.4	51.4	44.1
Manitoba—											
49—Brandon.....	21.5	19.3	20.1	15.5	8.4	37.5	20.5	19.4	42.0	60.4	.....
50—Winnipeg.....	19.6	18.6	20.0	14.3	6.5	33.8	21.9	20.0	41.9	62.8	57.2
Saskatchewan—											
51—Moose Jaw.....	21.9	19.2	21.1	14.6	8.0	41.6	22.4	19.6	47.0	54.8	.....
52—Prince Albert.....	23.7	18.8	21.6	14.6	9.0	39.5	21.8	20.2	43.4	63.4	.....
53—Regina.....	22.1	19.6	21.4	14.0	8.1	42.0	22.3	20.7	42.5	57.2	59.1
54—Saskatoon.....	22.0	17.3	20.6	13.3	8.2	35.1	23.2	20.0	45.5	66.7	.....
Alberta—											
55—Calgary.....	22.7	16.8	21.2	14.3	8.3	49.1	21.5	20.1	39.6	60.1	54.0
56—Drumheller.....	.....	17.6	21.0	14.4	8.4	47.8	21.5	20.9	34.3	65.2	56.2
57—Edmonton.....	23.1	18.2	21.7	14.0	8.3	47.7	21.4	19.8	36.7	57.7	54.8
58—Lethbridge.....	23.4	17.4	20.2	12.7	7.9	39.1	22.8	19.8	30.0	62.0	53.7
British Columbia—											
59—Nanaimo.....	23.5	18.7	23.5	15.5	8.2	45.1	23.1	17.5	37.3	49.5	.....
60—New Westminster.....	21.1	18.0	22.7	14.4	7.2	39.7	20.6	18.4	31.3	47.9	48.0
61—Prince Rupert.....	25.6	22.4	24.9	16.4	8.8	49.4	23.9	20.0	50.0	54.3	52.7
62—Trail.....	26.1	20.5	22.1	17.4	8.0	44.7	23.5	21.2	30.5	57.4	55.7
63—Vancouver.....	21.6	17.5	21.8	14.6	7.5	44.0	22.0	19.3	30.6	45.2	50.0
64—Victoria.....	23.7	19.1	22.7	14.5	8.3	46.1	21.5	19.9	42.5	51.0	50.0

COAL AND RENTALS BY CITIES, NOVEMBER, 1949

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa	26.5	37.6	28.3	9.2	9.3	66.8	52.3	24.25		34.00-38.00
35—Owen Sound.....	27.8	33.7	28.8	9.9	9.9	76.9	52.0	24.00		
36—Peterborough.....	27.8	36.6	27.4	9.5	9.4	68.6	52.0	24.25		
37—Port Arthur.....	27.0	42.4	30.1	10.1	10.0	66.6	51.5	26.85		25.00-29.00
38—St. Catharines.....		32.4	27.0	9.5	9.2	67.0	52.7	23.75		29.50-33.50
39—St. Thomas.....	28.6	38.4	28.8	9.9	9.9	72.3	53.6	24.00		
40—Sarnia.....	28.2	37.9	29.1	10.1	10.1	71.4	52.9	23.50		
41—Sault Ste. Marie.....	26.9	37.4	30.6	10.0	9.8	64.8	52.8	24.00		
42—Stratford.....	28.6	35.7	29.6	9.9	9.9	72.7	52.6	23.50		
43—Sudbury.....	28.4	37.9	30.6	10.0	9.9	67.9	53.0	24.75		32.00-36.00
44—Timmins.....	27.8	39.9	31.1	10.3	10.2	65.9	52.6	26.50		31.50-35.50
45—Toronto.....	26.4	35.9	26.6	9.4	9.4	70.5	52.1	22.65		36.00-40.00
46—Welland.....	25.0	32.6	28.8	9.5	9.5	68.1	52.3	22.50		
47—Windsor.....	26.2	34.1	28.7	9.8	9.8	69.8	52.3	23.50		27.50-31.50
48—Woodstock.....	27.7	36.4	27.7	9.9	9.9	70.1	52.0	24.00		
Manitoba—										
49—Brandon.....	29.7	41.7	32.7	11.2	11.2	69.7	51.3		16.35	23.50-27.50
50—Winnipeg.....	27.3	40.2	29.7	10.7	10.7	62.2	49.9		17.55	30.00-34.00
Saskatchewan—										
51—Moose Jaw.....	29.5	41.3	33.3	11.2	11.2	69.0	49.6		14.60	
52—Prince Albert.....	28.8	44.0	33.0	11.5	11.3	71.0	51.3		14.75	
53—Regina.....	27.7	41.5	32.6	10.9	11.7	72.4	54.3		15.40	31.00-35.00
54—Saskatoon.....	28.4	42.4	33.0	10.9	11.6	67.5	50.6		14.90	24.50-28.50
Alberta—										
55—Calgary.....	27.6	39.2	33.0	10.6	11.1	69.1	49.7		12.40	28.50-32.50
56—Drumheller.....	30.7	45.7	35.4	11.0	11.6	72.0	49.8			23.50-27.50
57—Edmonton.....	27.3	39.3	31.5	10.7	11.4	69.5	50.1		8.20	27.00-31.00
58—Lethbridge.....	27.8	42.3	32.4	10.2	10.9	66.2	51.0		8.35	
British Columbia—										
59—Nanaimo.....	27.0	37.6	29.7	9.9	10.6	73.0	49.9			
60—New Westminster.....	25.7	33.0	30.0	9.1	9.3	64.5	50.3		16.65	22.00-26.00
61—Prince Rupert.....	30.8	38.1	34.2	10.4	10.4	73.1	51.1		18.00	21.00-25.00
62—Trail.....	29.5	40.8	33.1	10.0	10.4	69.1	51.1		16.25	
63—Vancouver.....	27.0	33.1	29.3	9.3	9.3	65.8	49.5		17.04	27.50-31.50
64—Victoria.....	28.2	36.4	30.0	10.0	10.0	68.5	50.5		18.35	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b) Average include prices for cuts with bone-in.

(c) Prices quoted since November 1, 1949, are not comparable with those shown previously, because of changes in description and sample size.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Oct. 1948	Aug. 1949	Sept. 1949	Oct. 1949
All commodities.	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	159.3	155.5	155.4	137.1
<i>(Classified According to Chief Component Material—)</i>															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	139.5	142.1	141.9	142.6
II. Animals and Their Products.....	70.9	127.1	145.1	99.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	177.5	167.8	166.8	164.5
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	160.7	160.2	158.9	158.9
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	193.7	182.2	181.7	188.1
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	165.3	170.9	171.8	173.5
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	159.7	134.2	138.3	141.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	137.3	133.6	134.0	138.9
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	126.1	122.2	121.1	122.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	144.1	143.2	142.6	143.1
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	156.0	155.7	154.6	153.3
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.1	134.8	134.6	136.3
II. Producers' Goods.....	67.7	133.3	104.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	162.0	156.2	156.6	159.2
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	161.9	156.1	156.1	162.2
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	162.0	156.2	156.6	158.9
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	193.7	205.9	198.1	197.6	199.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	154.6	149.1	149.7	152.0
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	163.9	158.5	158.4	160.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	144.1	142.3	141.8	142.9
*Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	126.9	123.0	123.0	123.0
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	186.8	184.5	183.7	181.7
Total.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	149.3	146.0	145.7	145.0

The indexes for 1949, are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June--Aug. 1939	1938	1936-39-1000	Dec. 1942-1000
	(a)	(b)		(c)	(d)			(e)	(f)	(g)		(h)	(i)
1913	79.1	70.7		100					100		81.4		628
1914	79.1	71.8		(g)							85.3		676
1915	80.7	72.5		(h)							80.8		724
1916	87.0	77.9		(i)							108.0		786
1917	102.4	91.6		(j)							108.0		850
1918	115.6	107.5		(k)					204		117.7		912
1919	126.5	123.8		(l)					222		145.8		1019
1920	145.4	143.0		(m)					224		132.0		1034
1921	129.9	137.0		(n)					224		110.1		952
1922	120.4	119.7		(o)					164		106.3		1010
1926	121.8	126.4		(p)					162		106.6		1004
1929	121.7	122.5		(q)					161		118		795
1933	94.4	92.4		(r)					131		93.2		990
1939	101.5	99.4		(s)					138		93.9		1035
1940	105.6	100.2	100.0	(t)		108		(k)	154	(m)	103		1073
1941	111.7	105.2	100.7	(u)		129			174		103.4		
1942	117.0	116.5	104.4	(v)		150			193		108.2		
1943	118.4	123.6	121.0	(w)		175			203		117.3		
1944	118.9	125.5	128.2	(x)		224			232		124.4		1002
1945	119.5	128.4	199.1	(y)		285			279		128.8		1003
1946	123.6	139.3	213.5	(z)		393			290		132.2		1004
1947	135.5	159.2	208.7	(aa)		645			208		134.1		1008
1948	155.0	171.2	300.8	(ab)		1030			217		139.7		1039
1948—December	158.9	171.2	318.9	(ac)		1632	457.5		217	279	134.1		1105
1949—January	159.6	170.9	325.7	(ad)		1928	484.7	182.1	224	281	147.8		1107
February	159.5	169.0	325.9	(ae)		1935	491.7	172.4	225	282	139.7		
March	159.2	169.5	327.9	(af)		1857	498.5	175.3	225	281	151.2		
April	159.3	169.7	329.6	(ag)	99	1781	498.0	175.4	222	280	151.2		
May	159.5	169.2	333.0	(ah)		1757	505.2	175.7	222	279	151.2		
June	160.5	169.6	333.3	(ai)	99	1738	504.7	175.5	222	276	151.2		
July	162.1	168.5	341.0	(aj)		1726	499.0	175.8	222		151.2		
August	162.8	168.8	341.3	(ak)		1715	485.1	173.5	221		153.3		
September	162.3	169.6	342.0	(al)	100	1752	491.0	173.5	222		153.3		
October	161.7	168.5		(am)					221				
November				(an)									

(a) First week of month. (b) Middle of month. (c) Last week of month.

(d) Quarterly. (e) Years 1914-42 on base 1926-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. (j) Revised index. (k) Annual averages are on base July, 1914 = 100. (l) Average June-December. (m) New index, base 1st quarter, 1940 = 1000. (n) New series on June, 1947 base.

G.—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY—NOVEMBER, 1948—1949 †

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10†	10	1,811†	1,811	9,700	0·01
February.....	6	9	6,711	7,235	71,732	0·09
March.....	8	10	1,228	5,978	135,725	0·17
April.....	9	18	785	7,877	139,500	0·17
May.....	15	23	4,028	10,540	174,150	0·22
June.....	15	27	4,138	11,359	141,084	0·28
July.....	10	18	7,336	12,501	57,744	0·07
August.....	14	19	3,390	4,541	35,451	0·04
September.....	11	22	6,171	8,211	66,580	0·08
October.....	13	19	10,383	16,008	69,479	0·09
November.....	11	20	1,381	8,904	135,526	0·17
Cumulative totals.....	122		47,362		1,036,671	0·12
1948						
January.....	19†	19	12,729†	12,729	135,835	0·17
February.....	8	14	1,858	11,058	140,130	0·17
March.....	9	15	1,360	3,845	57,133	0·07
April.....	12	18	2,152	4,678	51,269	0·06
May.....	13	22	1,157	3,204	39,754	0·05
June.....	16	29	2,048	3,804	34,337	0·04
July.....	13	26	6,368	8,338	77,588	0·10
August.....	18	31	2,046	7,617	110,625	0·14
September.....	18	31	6,296	11,619	112,759	0·14
October.....	10	22	2,638	7,908	88,598	0·11
November.....	14	21	2,373	3,452	17,000	0·02
Cumulative totals.....	150		41,025		865,028	0·10

* Preliminary figures.

† Strikes untermminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to November, 1949				
MANUFACTURING— <i>Tobacco and Liquors—</i> Soft drink factory workers, Windsor, Ont.	1	10	250	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check-off, seniority, etc., following reference to conciliation board; untermi- nated.
<i>Rubber and Its Products—</i> Rubber factory workers, Toronto, Ont.	1	925	20,000	Commenced October 12; for a new agreement providing for increased wages, Rand formula for union dues, pay for two additional statutory holidays (one retroactive), following reference to conciliation board; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to November, 1949				
Animal Foods— Meat packing plant workers, Hamilton, Ont.	1	152	3,300	Commenced October 26; for a new agreement providing for certain changes in hours of work, seniority, payment for statutory holidays, etc., as recommended by conciliation board, and wage increase granted to be retroactive to Mar. 1-49; unternminated.
Printing and Publishing— Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	41	⁽³⁾ 859	⁽³⁾ 18,000	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; unternminated
Web pressmen, Toronto, Ont.	1	5	75	Commenced October 18; dispute over placement of pressmen on the day shift; following discontinuance of the night shift; terminated by November 24; replacement; in favour of employer.
Metal Products— Radiator foundry workers, Plessisville, P.Q.	1	33	500	Commenced October 21; for a new agreement and seniority in re-employment of workers, following alleged lockout; terminated November 21; negotiations; in favour of employer.
Motor vehicle factory workers, Oshawa, Ont.	1	5,400	80,000	Commenced October 21, 25, 26; against alleged speed-up and resulting dismissal of four workers following work stoppage on October 21; terminated November 21; negotiations; compromise, dismissals changed to suspensions.
TRANSPORTATION— Electric Railways and Local Bus Lines— Bus drivers, mechanics, etc., St. John's, Nfld.	1	80	160	Commenced September 23; for time and one-half for over-time and against dismissal of president of union; exclusive franchise of company terminated November 2; indefinite.
TRADE— Department store clerks, New Westminster, B.C.	1	59	1,400	Commenced August 27; for a union agreement providing for increased wages and other changes, as recommended by majority report of conciliation board; unternminated.
Strikes and Lockouts Commencing During November, 1949				
MINING— Coal miners, Drumheller, Alta.	1	140	140	Commenced November 1; protest against penalty deductions from wages of haulage workers for failure to complete an 8-hour shift; terminated November 1; return of workers; in favour of employer.
Coal miners, Drumheller, Alta.	1	85	255	Commenced November 1; to have "holiday lists" posted monthly instead of yearly; terminated November 3; negotiations; in favour of workers.
MANUFACTURING— Tobacco and Liquors— Brewery workers, Regina, Sask.	1	100	900	Commenced November 9; for a new agreement providing for increased wages; terminated November 19; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During November, 1949				
MANUFACTURING—				
<i>Rubber and Its Products—</i> Rubber products factory workers, Drummondville, P.Q.	1	189	3,400	Commenced November 10; for a new agreement providing for increased wages retroactive to Apr. 23-49, two weeks' vacations with pay, and revision of hours of work; untermi- nated.
<i>Animal Foods—</i> Meat packing plant workers, Windsor, Ont.	1	⁽⁴⁾ 38	300	Commenced November 18; for a union agreement providing for in- creased wages, reduced hours, and other changes, under consideration by conciliation board; untermi- nated.
<i>Pulp, Paper and Paper Prod- ucts—</i> Paper products factory workers, Montreal, P.Q.	1	42	700	Commenced November 1; for imple- mentation of award of arbitration board for increased wages retro- active to Jan. 1-49, in new agree- ment under negotiations; termi- nated November 21; conciliation, provincial; in favour of workers.
<i>Miscellaneous Wood Products—</i> Wood products factory workers, Megantic, P.Q.	1	202	5,000	Commenced November 2; for imple- mentation of award of arbitration board for increased wages, reduced hours, time and one-half for over- time, two weeks' vacations with pay, in new agreement under negotiations; untermi- nated.
<i>Metal Products—</i> Metal factory workers, Galt, Ont.	1	150	400	Commenced November 8; alleged infraction of seniority in dismissal of nine workers when staff reduced; terminated November 10; return of workers pending further negoti- ations; indefinite.
<i>Non-Metallic Minerals, Chemi- cals, etc.—</i> Automotive parts factory workers (asbestos), Peterborough, Ont.	1	120	66	Commenced November 4 and 10; refusal of union to accept recom- mendation of conciliation board against wage increase in new agree- ment under negotiations; termi- nated November 11; return of workers pending settlement; in- definite.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Carpenters, Victoria, B.C.	1	15	80	Commenced November 17; juris- dictional dispute as to whether lathers or carpenters should instal wallboard; terminated November 24; return of workers pending reference to arbitration; indefinite.
TRANSPORTATION—				
<i>Other Local and Highway—</i> Taxi drivers, Toronto, Ont.	12	300	600	Commenced November 15; dispute over seniority of a worker reinsta- ted after dismissal; terminated November 16; negotiations and return of workers pending reference to arbitration; indefinite.

⁽¹⁾ Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ Workers involved in Ontario—569, time loss 12,000 days; workers involved in Quebec—290, time loss 6,000 days. ⁽⁴⁾ 12 indirectly affected.

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